



94TH GENERAL ASSEMBLY

State of Illinois

2005 and 2006

HB3676

Introduced 02/24/05, by Rep. Patricia R. Bellock - Eileen Lyons - Michael Tryon

SYNOPSIS AS INTRODUCED:

820 ILCS 112/40

Amends provisions of the Equal Pay Act of 2003 requiring employers covered by the Act to post a notice, prepared or approved by the Director, summarizing the requirements of the Act and information pertaining to the filing of a charge. Adds language providing that a notice with specified contents is in compliance with that requirement. Effective immediately.

LRB094 09196 WGH 39429 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
 3 **represented in the General Assembly:**

4 Section 5. The Equal Pay Act of 2003 is amended by changing
 5 Section 40 as follows:

6 (820 ILCS 112/40)

7 Sec. 40. Notification.

8 (a) Every employer covered by this Act shall post and keep
 9 posted, in conspicuous places on the premises of the employer
 10 where notices to employees are customarily posted, a notice, to
 11 be prepared or approved by the Director, or that is
 12 substantially similar to the notice in subsection (b),
 13 summarizing the requirements of this Act and information
 14 pertaining to the filing of a charge. The Director shall
 15 furnish copies of summaries and rules to employers upon request
 16 without charge.

17 (b) A notice that is substantially similar to the following
 18 text that does not contain any other text or graphics, other
 19 than the State seal, shall be deemed to be in compliance with
 20 subsection (a):

21 "ILLINOIS DEPARTMENT OF LABOR

22 NOTICE TO EMPLOYERS AND EMPLOYEES

23 - REQUIRED POSTING - Employers are required to post this notice
 24 in a conspicuous place for all employees.

25 EQUAL PAY ACT of 2003

26 (P.A. 93-6) Effective Date: January 1, 2004

27 The Equal Pay Act prohibits employers with four or more
 28 employees from paying unequal wages to men and women for doing

1 the same or substantially similar work, requiring equal skill,
2 effort, and responsibility, under similar working conditions
3 for the same employer in the same county, except if the wage
4 difference is based upon a seniority system, a merit system, a
5 system measuring earnings by quantity or quality of production,
6 or factors other than gender.

7 Employers are prohibited from remedying violations of this
8 Act by reducing the wages of other employees. Employers are
9 also prohibited from discharging or otherwise discriminating
10 against any employee exercising his/her rights under this Act.
11 Employers found to be in violation of this Act will be required
12 to make up the wage difference to the employee, and may pay
13 legal costs and be subject to civil fines of up to \$2,500 per
14 violation.

15 The Equal Pay Act covers wage discrimination based upon
16 gender. If you feel you have been discriminated against based
17 upon other factors, please contact the Illinois Department of
18 Human Rights.

19 For more information, contact the Illinois Department of
20 Labor (insert here the address and telephone number of the
21 Illinois Department of Labor)".

22 (Source: P.A. 93-6, eff. 1-1-04.)

23 Section 99. Effective date. This Act takes effect upon
24 becoming law.