

**SB0778**



**94TH GENERAL ASSEMBLY**  
**State of Illinois**  
**2005 and 2006**  
**SB0778**

Introduced 2/18/2005, by Sen. Kathleen L. Wojcik

**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 06201 WGH 38470 b

A BILL FOR

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.