



Sen. Kimberly A. Lightford

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LRB098 05370 DRJ 45455 a

1 AMENDMENT TO SENATE BILL 68

2 AMENDMENT NO. _____. Amend Senate Bill 68 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Minimum Wage Law is amended by changing
5 Section 4 as follows:

6 (820 ILCS 105/4) (from Ch. 48, par. 1004)

7 Sec. 4. (a)(1) Every employer shall pay to each of his
8 employees in every occupation wages of not less than \$2.30 per
9 hour or in the case of employees under 18 years of age wages of
10 not less than \$1.95 per hour, except as provided in Sections 5
11 and 6 of this Act, and on and after January 1, 1984, every
12 employer shall pay to each of his employees in every occupation
13 wages of not less than \$2.65 per hour or in the case of
14 employees under 18 years of age wages of not less than \$2.25
15 per hour, and on and after October 1, 1984 every employer shall
16 pay to each of his employees in every occupation wages of not

1 less than \$3.00 per hour or in the case of employees under 18
2 years of age wages of not less than \$2.55 per hour, and on or
3 after July 1, 1985 every employer shall pay to each of his
4 employees in every occupation wages of not less than \$3.35 per
5 hour or in the case of employees under 18 years of age wages of
6 not less than \$2.85 per hour, and from January 1, 2004 through
7 December 31, 2004 every employer shall pay to each of his or
8 her employees who is 18 years of age or older in every
9 occupation wages of not less than \$5.50 per hour, and from
10 January 1, 2005 through June 30, 2007 every employer shall pay
11 to each of his or her employees who is 18 years of age or older
12 in every occupation wages of not less than \$6.50 per hour, and
13 from July 1, 2007 through June 30, 2008 every employer shall
14 pay to each of his or her employees who is 18 years of age or
15 older in every occupation wages of not less than \$7.50 per
16 hour, and from July 1, 2008 through June 30, 2009 every
17 employer shall pay to each of his or her employees who is 18
18 years of age or older in every occupation wages of not less
19 than \$7.75 per hour, and from July 1, 2009 through June 30,
20 2010 every employer shall pay to each of his or her employees
21 who is 18 years of age or older in every occupation wages of
22 not less than \$8.00 per hour, and from ~~on and after~~ July 1,
23 2010 through June 30, 2014 every employer shall pay to each of
24 his or her employees who is 18 years of age or older in every
25 occupation wages of not less than \$8.25 per hour. From July 1,
26 2014 through June 30, 2015, every employer shall pay to each of

1 his or her employees who is 18 years of age or older in every
2 occupation wages of not less than \$9.00 per hour, and from July
3 1, 2015 through June 30, 2016, every employer shall pay to each
4 of his or her employees who is 18 years of age or older in every
5 occupation wages of not less than \$9.50 per hour, and from July
6 1, 2016 through June 30, 2017, every employer shall pay to each
7 of his or her employees who is 18 years of age or older in every
8 occupation wages of not less than \$10.00 per hour. Thereafter,
9 the minimum wage shall be increased on July 1st of each year by
10 the increase in the cost of living during the preceding year.
11 The increase in the cost of living during the preceding year
12 shall be calculated by multiplying the current minimum wage by
13 the twelve-month percentage increase, if any, in the Consumer
14 Price Index for all Urban Consumers based on the most recent
15 12-month period for which data is available when the adjustment
16 is made and rounding that result to the nearest 5 cents. The
17 adjusted minimum wage shall be calculated and announced by
18 April 1 of each year.

19 (2) Unless an employee's wages are reduced under Section 6,
20 then in lieu of the rate prescribed in item (1) of this
21 subsection (a), an employer may pay an employee who is 18 years
22 of age or older, during the first 90 consecutive calendar days
23 after the employee is initially employed by the employer, a
24 wage that is not more than 50¢ less than the wage prescribed in
25 item (1) of this subsection (a); however, an employer shall pay
26 not less than the rate prescribed in item (1) of this

1 subsection (a) to:

2 (A) a day or temporary laborer, as defined in Section 5
3 of the Day and Temporary Labor Services Act, who is 18
4 years of age or older; and

5 (B) an employee who is 18 years of age or older and
6 whose employment is occasional or irregular and requires
7 not more than 90 days to complete.

8 (3) At no time shall the wages paid to any employee under
9 18 years of age be more than 50¢ less than the wage required to
10 be paid to employees who are at least 18 years of age under
11 item (1) of this subsection (a).

12 (b) No employer shall discriminate between employees on the
13 basis of sex or mental or physical handicap, except as
14 otherwise provided in this Act by paying wages to employees at
15 a rate less than the rate at which he pays wages to employees
16 for the same or substantially similar work on jobs the
17 performance of which requires equal skill, effort, and
18 responsibility, and which are performed under similar working
19 conditions, except where such payment is made pursuant to (1) a
20 seniority system; (2) a merit system; (3) a system which
21 measures earnings by quantity or quality of production; or (4)
22 a differential based on any other factor other than sex or
23 mental or physical handicap, except as otherwise provided in
24 this Act.

25 (c) Every employer of an employee engaged in an occupation
26 in which gratuities have customarily and usually constituted

1 and have been recognized as part of the remuneration for hire
2 purposes is entitled to an allowance for gratuities as part of
3 the hourly wage rate provided in Section 4, subsection (a) in
4 an amount not to exceed 40% of the applicable minimum wage
5 rate. The Director shall require each employer desiring an
6 allowance for gratuities to provide substantial evidence that
7 the amount claimed, which may not exceed 40% of the applicable
8 minimum wage rate, was received by the employee in the period
9 for which the claim of exemption is made, and no part thereof
10 was returned to the employer.

11 (d) No camp counselor who resides on the premises of a
12 seasonal camp of an organized not-for-profit corporation shall
13 be subject to the adult minimum wage if the camp counselor (1)
14 works 40 or more hours per week, and (2) receives a total
15 weekly salary of not less than the adult minimum wage for a
16 40-hour week. If the counselor works less than 40 hours per
17 week, the counselor shall be paid the minimum hourly wage for
18 each hour worked. Every employer of a camp counselor under this
19 subsection is entitled to an allowance for meals and lodging as
20 part of the hourly wage rate provided in Section 4, subsection
21 (a), in an amount not to exceed 25% of the minimum wage rate.

22 (e) A camp counselor employed at a day camp is not subject
23 to the adult minimum wage if the camp counselor is paid a
24 stipend on a onetime or periodic basis and, if the camp
25 counselor is a minor, the minor's parent, guardian or other
26 custodian has consented in writing to the terms of payment

1 before the commencement of such employment.

2 (Source: P.A. 94-1072, eff. 7-1-07; 94-1102, eff. 7-1-07;
3 95-945, eff. 1-1-09.)

4 Section 99. Effective date. This Act takes effect on July
5 1, 2014.".