PREGNANCY RIGHTS

Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?

If so, you have the right to:

• Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing breast milk, and time off to recover from childbirth. Your employer is required to provide you with a reasonable accommodation that allows you to continue performing your job.

Your employer cannot:

• Discriminate against you because of your pregnancy.

• Retaliate against you because you requested a reasonable accommodation.

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy. For more information regarding your rights, download the Illinois Department of Human Rights’ fact sheet from our website at www.idnr.gov.

Ex-lapsed that your employer’s knowledge, you may be entitled to a compensation in the form of backpay and interest. To learn more about your rights, contact the Illinois Department of Human Rights.

MINIMUM WAGE

Minimum Wage $8.25 per hour and Overtime

• Coverage: Applies to employers with 4 or more employees. Most employees are not covered by the Minimum Wage Law and some workers may be paid less than the minimum wage under limited conditions. For more information, visit our website.

• Tipped Employees: Must be paid at least 60% of the applicable minimum wage. An employer’s tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.

• Overtime: Must be paid time-and-one-half for all regular hours worked over 40 in a week.

Unpaid Wages

Wage Payment and Collection Act

• Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday. No unlawful deductions from paychecks are not allowed except as specified by law.

Phone: 312-793-2800

Equal Pay for Equal Work

Equal Pay Act

Requires employers to pay equal wages to men and women doing the same or substantially similar work, unless such wage differences are based upon a seniority system, a merit system, or factors other than gender.

Hotline: 1-866-EPA-IDOL

Domestic or Sexual Violence Leave

Victims’ Economic Security and Safety Act

Provides employees who are victims of domestic or sexual violence, or who have family members who are victims, with up to 12 weeks of unpaid leave during a 12-month period.

Phone: 312-793-6797

Meal and Rest Periods

One Day Rest in Seven Act

• Provides employees with 24 consecutive hours of rest each calendar week.

• Employers may permit employees to voluntarily work seven consecutive days.

• Employees working 7½ continuous hours must be allowed a minimum of 30 minutes paid rest period after working more than 5½ hours.

Phone: 312-793-2804

Child Labor

Workers under Age 16

• Children under the age of 14 may not work in most jobs, except under limited conditions.

• 14 and 15-year-olds may work if the following requirements are met:

• Employment certificates have been issued by the school district and filed with the Department of Labor confirming that a minor is old enough to work, physically capable to perform the job, and that the job will not interfere with the minor’s education.

• The work is not deemed a hazardous occupation (a full listing can be found on our website).

• Work is limited to 3 hours per day on school days, 8 hours per day on non-school days and no more than 6 days or 48 hours per week.

• Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. during the summer), and

• 30-minute meal period is provided no later than the fifth hour of work.

Hotline: 1-800-645-5784

This is a summary of laws that satisfies Illinois Department of Labor posting requirements. For a complete text of the laws, visit our website at www.laborminilinois.gov