If you have been or are currently pregnant, you may take medical leave for the following reasons:

-Continuing or returning from pregnancy leave
-Continuing any medical care that is necessary for continuing or returning from pregnancy leave
-Continuing treatment for a condition related to pregnancy
-Continuing authorized medical leave

Your employer cannot:

- • Ask your employer for a reasonable accommodation for your pregnancy, such as more milk, or time off to recover from your pregnancy.
- • Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.
- • Discourage you from continuing to work during your pregnancy.

About Unemployment Insurance

A pamphlet titled "What Every Worker Should Know About Unemployment Insurance" should be distributed to each employee at the time of separation. Employers are required to provide employees with a pamphlet on the rights, benefits, and obligations of unemployment insurance claimants. This pamphlet fulfills all posting requirements for the Illinois Department of Employment Security.

Each employer shall deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated from employment in a conspicuous place where the pamphlet will be easily visible. The pamphlet shall be delivered to the worker at the time of separation or, if delivery is not feasible, the pamphlet shall be delivered by certified mail to the last known address of the separated worker. Unemployment insurance information is available from any Illinois Department of Employment Security office. For more information, contact the Unemployment Insurance Program at (800) 252-2828.

Minimum Wage

- Employees must be paid a minimum wage which is at least $13.00 per hour effective January 1, 2023.
- Employees must be paid at least $12.00 per hour effective January 1, 2022.
- Employees must be paid at least $11.00 per hour effective January 1, 2021.
- Employees must be paid at least $10.00 per hour effective July 1, 2020.
- Employees must be paid at least $9.25 per hour effective January 1, 2020.
- Employees must be paid at least $8.50 per hour effective January 1, 2019.
- Employees must be paid at least $8.00 per hour effective January 1, 2018.
- Employees must be paid at least $7.50 per hour effective January 1, 2017.
- Employees must be paid at least $7.00 per hour effective January 1, 2016.
- Employees must be paid at least $6.50 per hour effective January 1, 2015.
- Employees must be paid at least $6.00 per hour effective January 1, 2014.
- Employees must be paid at least $5.50 per hour effective January 1, 2013.
- Employees must be paid at least $5.00 per hour effective January 1, 2012.
- Employees must be paid at least $4.50 per hour effective January 1, 2011.
- Employees must be paid at least $4.00 per hour effective January 1, 2010.
- Employees must be paid at least $3.50 per hour effective January 1, 2009.
- Employees must be paid at least $3.00 per hour effective January 1, 2008.
- Employees must be paid at least $2.50 per hour effective January 1, 2007.
- Employees must be paid at least $2.00 per hour effective January 1, 2006.
- Employees must be paid at least $1.50 per hour effective January 1, 2005.
- Employees must be paid at least $1.00 per hour effective January 1, 2004.

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.
- Employers and employment agencies cannot discriminate against women on the basis of their pregnancy. This applies to all employers covered by state and federal law who also employ 15 or more employees. 
- Employers and employees are required to keep pay records. This applies to all employers covered by state and federal law who also employ 15 or more employees.

About Illinois Labor Law Postings

Pregnancy and Your Rights in the Workplace

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

If yes, you have the right to:

- Ask your employer for a reasonable accommodation for your pregnancy, such as more milk, or time off to recover from your pregnancy.
- Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.
- Ask for reasonable changes to your job if needed because you are pregnant.

Your employer cannot:

- • Discourage you from continuing to work during your pregnancy.
- • Continue working during your pregnancy if a reasonable accommodation is not available to allow you to continue working.
- • Ask your employer for a reasonable accommodation for your pregnancy, such as more milk, or time off to recover from your pregnancy.

About Minimum Wage

Minimum wage does not include:

- Bonuses or premiums
- Overtime pay
- Tipped employees

Any employee who is paid on a flat rate basis (fixed weekly compensation) is guaranteed the minimum wage. If an employee works more than 40 hours in any one workweek, the employer is required to pay the employee one and one-half times the regular rate of pay for each hour in excess of 40 hours. If an employee works more than 48 hours in any one workweek, the employer is required to pay the employee two and one-half times the regular rate of pay for each hour in excess of 48 hours. If an employee works more than 56 hours in any one workweek, the employer is required to pay the employee three and one-half times the regular rate of pay for each hour in excess of 56 hours.

Your Rights Under the Illinois Servicemember Employment & Reemployment Rights Act (330 ILS 11)

This service is available to active-duty military personnel, veterans, reservists, and guardsmen who are entitled to benefits under the Illinois Servicemember Employment & Reemployment Rights Act (330 ILCS 11). This service assists with the identification of the employee's rights under this Act and the filing of claims for unemployment benefits with the Illinois Department of Employment Security. If you have questions regarding your rights under this Act, you should contact the Illinois Department of Employment Security at 555-5555.

Workday Schedule

Monday - Thursday: 10:00 AM - 4:00 PM
Friday: 10:00 AM - 3:00 PM

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.
- Employers and employment agencies cannot discriminate against women on the basis of their pregnancy. This applies to all employers covered by state and federal law who also employ 15 or more employees. 
- Employers and employees are required to keep pay records. This applies to all employers covered by state and federal law who also employ 15 or more employees.

About Equal Pay Act

Equal pay applies to:

- Women employees 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.
- Employers and employment agencies cannot discriminate against women on the basis of their pregnancy. This applies to all employers covered by state and federal law who also employ 15 or more employees. 
- Employers and employees are required to keep pay records. This applies to all employers covered by state and federal law who also employ 15 or more employees.