

CHILD LABOR LAW (820 ILCS 205/1-22)
(312) 793-2804

The Child Labor Law regulates the employment of minors under the age of 16. The law protects children by (1) requiring employment certificates 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; (2) prohibiting work in hazardous occupations (a full listing can be found on our website); and (3) limiting the number of working hours. All work before 7 a.m. and after 7 p.m. is prohibited. Work until 9 p.m. is allowed from June 1 through Labor Day. An employer found to be working a child in violation of the Act is subject to an investigation, a hearing and the imposition of a penalty. Failure to comply may also result in prosecution. The Department maintains a toll-free hotline number to receive complaints and request for information.

1-800-645-5784
Child Labor Hotline Number

Employers of minors must post a notice stating the hours of work and time of the lunch period. Office employment and other non-hazardous employment of 14 and 15 year olds is not prohibited by this Act. The Child Labor Law does not apply to the sale and distribution of magazines and newspapers at hours when school is not in session; or to the employment of a minor outside school hours in and around a home of an employer when the work is not business related; or work of the minor, 13 or more years of age in caddying at a golf course.

ONE DAY REST IN SEVEN ACT (ODRISA) (820 ILCS 140/1-9)
(312) 793-2804

The One Day Rest in Seven Act (ODRISA) allows employees 24 consecutive hours of rest in every calendar week. The law allows employers to secure permits from the Department to work employees the seventh day, provided that the employees have voluntarily agreed to work the seventh day. The law also provides employees working 7 ½ hours or longer with a meal period of at least 20 minutes to occur no later than 5 hours after the start of each 7 ½ hour period of work.

ILLINOIS WAGE PAYMENT AND COLLECTION ACT (820 ILCS 115/1-16)
(312) 793-2808

The Department provides assistance to workers in the collection of wages or final compensation including unused vacation pay, commissions, bonuses or other fringe benefits. Employees who believe they have not received their earned wages, commissions, bonus payments, vacation pay, or other compensation pursuant to an oral or written contract, may file a claim under the Act. Wage claims received by the Department are reviewed to determine appropriate action. Written information and position statements are solicited from the employer and employee. The Department determines whether a violation of the Act has occurred and what wages (if any) are due to the claimant. If further action is needed, hearings may be convened and court action taken.

For more information on the laws we enforce, please visit our website at www.state.il.us/agency/idol/

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