



ILLINOIS DEPARTMENT OF LABOR

NOTICE TO EMPLOYERS & EMPLOYEES

The Illinois Department of Labor is responsible for enforcing 26 laws that protect Illinois employers and employees. These laws provide for a workplace in which employer and employee are each bound by the same impartial laws and standards. When disputes arise concerning the interpretation or applicability of the Illinois Labor Laws, or when the laws have been intentionally or unintentionally broken, the Department will provide assistance and enforcement authority to protect the rights and ensure the obligations of all parties.

REQUIRED POSTING – Employers are required to post this notice in a conspicuous place for all employees.

The following is a brief description of the wage and hour laws enforced by the Illinois Department of Labor. These laws have been summarized; however, the laws may contain additional information that will affect individual cases.

MINIMUM WAGE LAW (820 ILCS 105/1-15) (312) 793-2804 **MINIMUM WAGE**

The Minimum Wage Law establishes a minimum wage rate for all covered workers. It requires that all non-exempt employees be compensated at time and one half for hours over 40 in a workweek. A tip credit is recognized by the Act, but it must not exceed 40% of the applicable minimum wage. The Department may license an employer to pay sub-minimum rates to learners and certain workers with physical or mental disabilities.

MINIMUM WAGE as of <u>1/1/2005</u> <u>7/1/07*</u>		
Minimum Wage	6.50	7.50
Under 18	6.00	7.00
With 40% Tip Credit	3.90	4.50
Under 18 w/tip	3.60	4.20

The Minimum Wage Law does not apply to the following: employers who employ less than four employees; employees in domestic services in or about a private home; outside salespeople; employees of a religious organization; certain agricultural and aquacultural employees; and student employees at an accredited Illinois College or University covered under the Fair Labor Standards Act.

OVERTIME

The Minimum Wage Law requires that an employee who works more than forty (40) hours in any workweek is entitled to one and one-half times his/her regular rate of pay for those additional hours of work. The following are completely exempt from the overtime provision of the law: any employee employed in a bona fide executive, administrative, or professional capacity or any commissioned employee working in a retail or service establishment as described in section 7(i) and 13(a)(1) of the Fair Labor Standards Act of 1938; any employer of agricultural labor; salespeople and mechanics in retail automotive, truck or farm implement dealerships; retail salespeople in trailer, boat or aircraft dealerships; and any employment of employees in the stead of another employee of the same employer pursuant to a worktime exchange agreement between employees.

* The minimum wage will increase another 25 cents each July 1st for the following three years (2008, 2009 and 2010).