

Illinois Department of Employment Security

NOTICE to workers about Unemployment Insurance Benefits

THE POSTING OF THIS NOTICE IS REQUIRED BY THE ILLINOIS UNEMPLOYMENT INSURANCE ACT.

FILING A CLAIM

The Illinois Unemployment Insurance Act provides for the payment of benefits to eligible unemployed workers and for the collection of employer contributions from both employers. It is designed to provide living expenses while new employment is sought. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at www.ides.illinois.gov or at the nearest Illinois Department of Employment Security office to the worker's home.

Each employer should deliver the pamphlet "What Every Worker Should Know About Unemployment Insurance" to each worker separated from employment for an expected duration of seven or more days. The pamphlet should be delivered to the worker at the time of separation or, if delivery is impracticable, mailed within two days after the date of the separation to the worker's last known address. Pamphlets may be obtained from the Illinois Department of Employment Security at each employer's address cost.

A claimant may also be entitled to receive, in addition to the weekly benefit amount, an allowance for a non-working spouse or a dependent child or children. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The weekly benefit amount plus any allowance for a dependent child or child is the total benefit payable.

If, during a calendar week an employee does not work full-time because of lack of work, or he or she may be eligible for partial benefits if the wages earned in that calendar week are less than or less than his or her weekly benefit amount. In such cases, employees should provide employers with a statement of "low earnings" which should be taken to their Illinois Department of Employment Security office.

NOTE: Illinois unemployment insurance benefits are paid from a trust fund to which only employers contribute. No deductions may be made from the wages of workers for this purpose.

Unemployment insurance information is available from any Illinois Department of Employment Security office. To locate the office nearest you, call 1-800-234-5637 or access the location browser on our website at www.ides.illinois.gov.

BENEFITS

Every claimant who files a new claim for unemployment insurance benefits must serve an unpaid waiting week for which he has filed and is otherwise eligible.

The claimant's weekly benefit amount is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is computed by dividing the wages paid during the two highest quarters of the base period by 26. The maximum weekly benefit amount is a percentage of the statewide average weekly wage. The minimum weekly benefit amount is \$51. The statewide average weekly wage is established each year.

If Your Benefit Year Begins:	Your Base Period Will Be:
This year begins: Jan. 1 and March 31	Last year between: Jan. 1 and Sept. 30 and the year before between Oct. 1 and Dec. 31
This year begins: April 1 and June 30	Last year between: Jan. 1 and Dec. 31
This year begins: July 1 and Sept. 30	Last year between: April 1 and Dec. 31 and the year before between Jan. 1 and March 31
This year begins: Oct. 1 and Dec. 31	Last year between: July 1 and Dec. 31 and the year before between Jan. 1 and June 30

In order to be monthly eligible, a claimant must be paid a minimum of \$1,600 during the base period with at least \$440 of that amount being paid outside the highest calendar quarter.

If you have been awarded temporary total disability benefits under a worker's compensation act or other similar acts, if you only have worked within the last few months, your base period may be determined differently. Contact your local IDES office for more information.

REPORTING TIPS

Each employee who receives this notice must report these tips to employers on a written statement or on Form UC-90, "Employee's Report of Tips," in duplicate. Employers can furnish this form on request. The report shall be submitted on the day the wages are paid, or not later than the next payday, and shall include the amount of tips received during the pay period.

TAXATION OF BENEFITS

Unemployment insurance benefits are taxable if you are required to be a state or federal income tax payer. You may choose to have federal and/or state income tax withheld from your weekly benefits. Since benefits are not subject to mandatory income tax withholding, if you do not choose to withhold, you may be required to make scheduled tax payments using federal income tax Form 1041-ES and Illinois Department of Revenue Form IL-1041-ES.

For additional information, call these toll-free numbers: Internal Revenue Service 1-800-829-1234; Illinois Department of Revenue 1-800-732-8886.

This poster fulfills posting requirements for the Illinois Department of Employment Security. EMPLOYERS ARE REQUIRED TO POST THIS NOTICE ON CONSPICUOUS PLACES FOR ALL EMPLOYEES.

FW 0173

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 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 milk, or time off to recover from your pregnancy.
- Reject an unlawful accommodation offered by your employer for an unapproved accommodation.
- Continue working during your pregnancy if a reasonable accommodation is available which would allow 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 ides.illinois.gov.
- It is legal for an employer to discipline, suspend or terminate a procedure unless a supervisor has received a written notice of termination. This information is available on our website at ides.illinois.gov or by calling 1-800-234-5637.

For immediate help or if you have questions, call: (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)



CHICAGO
330 West Monroe St.
Suite 300, Suite 300
Chicago, IL 60601
(312) 814-6200

SPRINGFIELD
314 S. 5th St.
Suite 300, Suite 300
Springfield, IL 62701
(217) 785-5100

Learn more, contact IDES, or initiate a charge at: <http://ides.illinois.gov>

AD 0223

WORKERS' COMPENSATION

is a system of benefits provided by law to most workers who have job-related injuries or illnesses. Benefits are paid for injuries that are caused, in whole or in part, by an employee's work. This may include the aggravation of a pre-existing condition, injuries brought on by the repetitive use of a part of the body, heart attacks, or any other physical harm caused by work. Benefits are paid regardless of fault.

IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS:

- GET MEDICAL ASSISTANCE. Notify your employer immediately of any work-related injury or illness. If necessary, the employer must also pay for physical, mental, or vocational rehabilitation, when prescribed benefit. The employer may choose two physicians, surgeons, or hospitals. If the employer wishes to file an approved Preferred Provider Program for workers' compensation, the PFP covers a number of your own choices of providers.
- NOTIFY YOUR EMPLOYER. You must notify your employer of the accidental injury or illness within 45 days, either orally or in writing. To avoid possible delays, it is recommended the notice also include your name, address, telephone number, Social Security number, and a brief description of the injury or illness.
- LEARN YOUR RIGHTS. Your employer is required by law to report accidents that result in more than three lost work days to the Workers' Compensation Commission. Once the accident is reported, you should receive a handbook that explains the law, benefits, and procedures. You may find a handbook, please call the Commission or go to the Workers' Compensation Commission website.
- If you must lose time from work to recover from the injury or illness, you may be entitled to receive weekly payments and necessary medical care until you are able to return to work that is reasonably available to you.
- It is unpaid time from work for an employer to handle, discharge, refuse to hire or in any way discriminate against an employee for exercising his or her rights under the Workers' Compensation or Occupational Diseases Act. If you file a lawsuit claim, you may be penalized under the law.
- KEEP THE TIME LIMITS. Generally, claims must be filed within three years of the injury or disability from an occupational disease, or within two years of the last worker's compensable injury, whichever is later. Claims for pneumoconiosis, asbestosis, silicosis, or similar diseases have special requirements. Injured workers have the right to request that their claim be filed within 30 months after an award is made if the disability increases, but claims that are resolved by a lump-sum settlement contract approved by the Commission cannot be reopened. Only settlements approved by the Commission are binding.

For more information, go to the Illinois Workers' Compensation Commission's Website or call any office: Toll-free: 800-252-3033 Chicago: 312/814-6611 Springfield: 217/785-7087 Web site: www.wcc.ides.gov Calumet: 815/634-3433 Rockford: 815/397-7019 Joliet: 312/814-2038

BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE IN EACH WORKPLACE AND COMPLETE THE INFORMATION BELOW.

Party handling workers' compensation claims	Business address	Business phone	Effective date	Termination date	Policy number	Employer's FIRM

9071

Notice to Employers / Employees

This poster is for employers and employees who are required to post this notice in their workplace. It is designed to provide living expenses while new employment is sought. Claims should be filed as soon as possible after separation from employment. Claims can be filed online at www.ides.illinois.gov or at the nearest Illinois Department of Employment Security office to the worker's home.

This Posting is for Informational Purposes Only

YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.

The Illinois Human Rights Act states that you have the right to be free from unlawful discrimination and sexual harassment. This means that employers may not treat people differently based on race, sex, age, color, pregnancy, disability, sexual orientation or any other protected class specified in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.

REASONABLE ACCOMMODATIONS You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for reasonable changes to your job or needed because of pregnancy or disability.

RETALIATION It is unlawful for employers to treat people differently because they have reported discrimination, participated in an investigation, or helped others exercise their right to reasonable accommodations.

REPORT DISCRIMINATION

Report discrimination, you may:

- Contact the Illinois Department of Human Rights (IDHR) in the Chicago area.
- Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-235-7203 to talk to someone about your concerns.

Chicago	Springfield
130 West Monroe St., 2nd Floor Chicago, IL 60601 (312) 814-6200 (866) 740-3953 (TTY) (312) 814-6251 (Fax)	314 S. 5th St., Suite 300 Springfield, IL 62701 (217) 785-5100 (866) 740-3953 (TTY) (217) 785-5100 (Fax)



Department of Labor State of Illinois

Victims' Economic Security and Safety Act (VESSA)

Required Posting for Employers

VESSA protects employees who are victims of domestic violence, sexual violence, or gender violence, or any other crime of violence, and employees who have been or are about to be sexually harassed. This notice must be posted in a conspicuous place in the workplace.

This notice may be kept in the workplace or the employee's family or household member's home.

- experiencing an incident of domestic violence, sexual violence, or gender violence, or any other crime of violence;
- is recovering from the violence;
- is seeking or obtaining medical help, legal assistance (including participation in legal proceedings), counseling, safety planning, or other assistance;
- temporarily or permanently relocating;
- to take other steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

NOTICE - Employees must receive this notice with at least 14 days prior notice.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

VESSA - An employer may require the employee to provide identification of the domestic, sexual, or gender violence, or any other crime of violence, and to take steps to increase the safety of the victim from future domestic, sexual, or gender violence, or any other crime of violence, or to return to work safely.

State of Illinois • Department of Labor

Your Rights Under Illinois Employment Laws

Wage Increases Schedule
Effective Jan. 1, 2023 \$13.00
Effective Jan. 1, 2024 \$14.00
Effective Jan. 1, 2025 \$15.00



Minimum Wage \$13.00 per hour (Effective Jan. 1, 2023) and Overtime
Hotline: 1-800-478-3998

Coverage: Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker. Certain workers 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: www.ides.illinois.gov

Tip Credit: Employers must be paid at least 60% of the applicable minimum wage. If an employee's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference. (See wage increases schedule above.)

Unpaid Wages: Must be paid at least 60% of the applicable minimum wage. If an employee's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference. (See wage increases schedule above.)

Over time: Most hourly employees and some salaried employees are covered by the overtime law and must be compensated at time and one-half of their regular pay for hours worked over 40 in a workweek.

Payment and Collection Act: Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.

Unlawful Discharge: Discharge from paycheck are not allowed except as specified by law.

Employers must reimburse employees for all necessary expenditures or losses incurred by an employee during the scope of employment and related to business performed for the employer.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Meal and Rest Periods: Employees must be provided with a 30-minute meal break during the workday. Employees must be provided with a 10-minute rest break during the workday.

Equal Pay Act: 1-866-372-4365
• 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 a factor other than gender.

• Employers and employment agencies are banned from using applicants' past wage and compensation histories.

• Employers may discuss or discuss their own salaries, benefits, and other compensation with their co-workers and employees.

• Employers are not allowed to pay less to African American employees versus a non-African American employee.

• Certain employees of large businesses may request wage history history for their job title from IDES.

Violent Crime Victims' Leave: 1-866-372-4365
Provides employers who are victims of domestic violence, sexual violence, or other crimes of violence, or who have family members who are victims with up to 12 weeks of unpaid leave during a 12-month period.

Child Labor: 1-800-645-5784
Workers under Age 18

• 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 as falling falls can be found on our website.

• Work is limited to 3 hours per day on school days and 8 hours per day on non-school days and no more than 6 days a 60-day period.

• Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 6 p.m. June through September).

• A 30-minute rest period is provided to take after the 9th hour of work.

This is a summary of laws that authorize Illinois Department of Labor posting requirements. For a complete list of the laws, visit our website at: