

Illinois State Postings

ADP
Always Designing
for People®

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 state employers. It is designed to provide living expenses while new employment is sought. It is not intended to provide permanent replacement for lost wages or the replacement of employment. Claims can be filed online at www.ilearn.illinois.gov or at the nearest Illinois Department of Employment Security office to the worker's home. To be eligible for benefits, an unemployed individual must be available to work, able to work and actively seeking work and, in addition, must not be disqualified under the law.

Each worker shall file the application for compensation. What Every Worker Should Know About Unemployment Insurance™ to each worker separated from employment for an expected duration of seven or more days. The pension shall be delivered to the worker at the time of separation, if it delivery is impracticable, mailed within three days after the date of the separation to the worker's last known address. Penalties shall be imposed by the Illinois Department of Employment Security to those who fail to file a claim.

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 shall not exceed the total benefit payable.

If, during a calendar week, an employee does not work full-time because of lack of work, he or she may be entitled to receive a weekly benefit amount based on the average weekly wage paid during that week. For each such week, employees should provide employers with a statement of "no wages" which should be taken to their Illinois Department of Employment Security office.

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

Unemployment insurance is available across Illinois. Contact the office nearest you, call 1-800-544-5051 or access the brochure through our website at www.ilearn.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 is usually a percentage of the worker's average weekly wage. The worker's average weekly wage is determined by adding 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 calculated each year.

This poster fulfills all posting requirements for the Illinois Department of Employment Security.

EMPLOYERS ARE REQUIRED TO POST THIS NOTICE IN A CONSPICUOUS PLACE FOR ALL EMPLOYEES.

ILLINOIS

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

Equal Pay Act

Hotline: 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 factors other than gender.
- Employers and employment agencies are prohibited from asking applicants past wage and compensation histories.
- Employers are required to disclose their own compensation histories and other compensation with their co-workers and colleagues.
- Employers are not allowed to pay less to non-African American employees versus African American employees.
- Certain employers and large businesses may request voluntary history for their job title over 12 months.

Violent Crime Victims' Leave

Hotline: 1-866-727-4365

- Provides protections against acts of domestic, gender, or sexual violence, or other crimes of violence, where the victim has family members who are victims with up to 12 weeks of unpaid leave during a 12-month period.

Child Labor

Hotline: 1-800-645-5784

- Workers under Age 16
- Children under the age of 14 may not work in any job, except under limited conditions.
 - 14- and 15-year-olds may work if the following requirements are met:
 - Employment cannot interfere with school and extracurricular activities.
 - Employer cannot require the child to work more than 18 hours per week during the school year and 20 hours per week during the summer.
 - Employee must submit reimbursement request within 30 calendar days unless an employer policy allows for automatic reimbursement.
 - The work is not deemed a hazardous occupation to full lighting can be found on our website:
 - Work must be limited to 3 hours per day or one school day, or 16 hours per day on days off, and no more than 16 or 40 hours per week.
 - Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year and 6 a.m. to 9 p.m. during the summer.
 - A 30-minute meal period is provided no later than the fifth hour of work.

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.labor.illinois.gov

For more information or to file a complaint, contact us at:

124 South 2nd St., Suite 400, Springfield, IL 62701 • Springfield 217-722-6256
160 N. LaSalle, Ste. C-1300, Chicago, IL 60601 • Chicago 312-790-2800
Marin 819-993-1960

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY SEE IT.

YOUR RIGHTS UNDER THE ILLINOIS SERVICE MEMBER EMPLOYMENT & REEMPLOYMENT RIGHTS ACT (330 ILCS 61)

ISERA (Illinois version of USERRA) protects the employment and benefits of service members who leave their civilian employment to serve our Nation or State. In order to protect the common public interest in military service, it is the role of the Illinois Attorney General to promote awareness and ensure compliance with ISERA by providing information, training, advocacy, and enforcement.

WHO IS PROTECTED?

- All members of the Armed Forces of the United States whether active duty or reserve, including the National Guard performing State duty.
- All members of Military Auxiliary Radio System, United States Coast Guard Reserve, Civil Air Patrol, and the Merchant Marine when performing official duties in support of an emergency.
- Members who are released from military duty with below-the-line care by the Department of Defense.

WHAT ARE THE RIGHTS, BENEFITS AND OBLIGATIONS UNDER ISERA? ISERA provides the legal protections on USERRA, a member's right to retain employment and benefits to service members who are deployed to provide military services. Because ISERA represents the minimum employer requirements, employers maintain the right to provide greater benefits at their discretion.

WHO ENFORCES ISERA?

The Illinois Attorney General or the Illinois Attorney General appointed by the Illinois Attorney General to provide both advocacy and enforcement under ISERA.

WHERE TO FIND MORE INFORMATION?

Both service members and employers can find more information on the Attorney General's ISERA Advocate webpage at www.IllinoisAttorneyGeneral.gov/ISERA or call the Military & Veterans Rights Hotline at 1-800-382-2000 to ask questions or request training.

This notice is available on the website of the Illinois Attorney General at www.IllinoisAttorneyGeneral.gov/ISERA. A notice of the rights, benefits, and obligations of service members under ISERA may be requested by calling the Illinois Attorney General's Office at 1-800-382-2000 or by visiting the website at www.IllinoisAttorneyGeneral.gov/ISERA.

This material is available in alternate formats upon request.

C0123

ADP
Always Designing
for People®

For more information, go to the Illinois Workers' Compensation Commission's Web site or call any office.

Toll-free: 866-552-3033 Chicago: 312/814-6611 Peoria: 309/671-3019 Springfield: 217/785-7059
Web site: www.ilccr.illinois.gov Callcenter: 618/346-3450 Rockford: 815/987-2959 TDD (Deaf): 312/814-2959

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:	Termination date:
Effective date:	Employer's FEIN:
Policy number:	

10/21

ALLC 20221230

Copyright © 2023 ADP, LLC. ALL RIGHTS RESERVED.
The ADP Logo, ADP, ADP Always Designing for People, and
RUN Powered by ADP are registered trademarks of ADP, LLC.

Compliance Date
January 2023

ADP
Always Designing
for People®