

ILLINOIS DEPARTMENT OF LABOR

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Governor

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Director



EQUAL PAY ACT
820 ILCS 112/1-90

2018 Annual Report
Administration and Enforcement Activities

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I. INTRODUCTION

The Illinois Equal Pay Act (820 ILCS 112/1-90) (the Act) prohibits employers from paying unequal wages to men and women doing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender.

The state law expands the federal Equal Pay Act of 1963 (29 U.S. Code Chapter 8 § 206(d)) by covering more workers, providing better enforcement mechanisms and improving public awareness.

II. ADMINISTRATION

The Illinois Department of Labor (IDOL) Conciliation and Mediation (ConMed) Division administers and enforces the Act and conducts outreach and education efforts regarding the law. Section 50 of the Act requires IDOL to file an annual report of its activities regarding administration and enforcement for the preceding fiscal year with the Governor and General Assembly no later than January 1 of each year. This report highlights IDOL activities for 2018.

III. ENFORCEMENT

The Act provides wage protections to employees across the state. In 2018, IDOL received 29 new equal pay complaints. Individuals working outside of Chicago filed the majority of the 2018 complaints. Eight new complaints came from the Chicago region.

The ConMed Division investigated 46 complaints, which includes a rollover of complaints from the previous fiscal year. The total wages paid to individuals from private settlements in 2018 was \$16,131.08. There were no back wages paid due to administrative enforcement.

COMPLAINTS:

New Complaints Received: 29

Complaints Investigated: 46

WAGES RECOVERED FOR WORKERS:

Wages Collected by IDOL: \$0.00

Wages Paid from Private Settlements: \$16,131.08

Total Wages Paid to Complainants: \$16,131.08

PENALTIES RECOVERED:

Penalties Collected by IDOL: \$0.00

Additionally, IDOL dismissed 33 cases in 2018 for the following reasons:

- (1) No Equal Pay Act violation found after IDOL investigation: 19
- (2) Complaint did not concern wage discrimination based upon gender: 13
- (3) Incomplete complaint: 0
- (4) Complainant withdrew claim: 1

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| IV. OUTREACH AND PUBLIC AWARENESS |
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Resources for outreach and public awareness initiatives were limited during 2018.

Paul Kersey, Division Manager

December 31, 2018