



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB4914

Introduced 2/7/2024, by Rep. Daniel Didech

SYNOPSIS AS INTRODUCED:

820 ILCS 112/5

Amends the Equal Pay Act of 2003. Provides that the definition of "pay scale and benefits" means the wage or salary, or the wage or salary range, and a general description of the benefits and other compensation, including, but not limited to, bonuses, stock options, family and medical leave benefits, parental leave benefits, or other incentives the employer reasonably expects in good faith to offer for the position (rather than bonuses, stock options, or other incentives the employer reasonably expects in good faith to offer for the position), set by reference to any applicable pay scale, the previously determined range for the position, the actual range of others currently holding equivalent positions, or the budgeted amount for the position, as applicable.

LRB103 37558 SPS 67684 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Equal Pay Act of 2003 is amended by changing
5 Section 5 as follows:

6 (820 ILCS 112/5)

7 (Text of Section before amendment by P.A. 103-539)

8 Sec. 5. Definitions. As used in this Act:

9 "Director" means the Director of Labor.

10 "Department" means the Department of Labor.

11 "Employee" means any individual permitted to work by an
12 employer.

13 "Employer" means an individual, partnership, corporation,
14 association, business, trust, person, or entity for whom
15 employees are gainfully employed in Illinois and includes the
16 State of Illinois, any state officer, department, or agency,
17 any unit of local government, and any school district.

18 (Source: P.A. 99-418, eff. 1-1-16.)

19 (Text of Section after amendment by P.A. 103-539)

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4 association, business, trust, person, or entity for whom
5 employees are gainfully employed in Illinois and includes the
6 State of Illinois, any state officer, department, or agency,
7 any unit of local government, and any school district.

8 "Pay scale and benefits" means the wage or salary, or the
9 wage or salary range, and a general description of the
10 benefits and other compensation, including, but not limited
11 to, bonuses, stock options, family and medical leave benefits,
12 parental leave benefits, or other incentives the employer
13 reasonably expects in good faith to offer for the position,
14 set by reference to any applicable pay scale, the previously
15 determined range for the position, the actual range of others
16 currently holding equivalent positions, or the budgeted amount
17 for the position, as applicable.

18 (Source: P.A. 103-539, eff. 1-1-25.)

19 Section 95. No acceleration or delay. Where this Act makes
20 changes in a statute that is represented in this Act by text
21 that is not yet or no longer in effect (for example, a Section
22 represented by multiple versions), the use of that text does
23 not accelerate or delay the taking effect of (i) the changes
24 made by this Act or (ii) provisions derived from any other
25 Public Act.