



## 95TH GENERAL ASSEMBLY

### State of Illinois

2007 and 2008

HB3631

Introduced 2/28/2007, by Rep. Edward J. Acevedo

#### SYNOPSIS AS INTRODUCED:

820 ILCS 115/14

from Ch. 48, par. 39m-14

Amends the Illinois Wage Payment and Collection Act. Provides that if an employer fails to include all commissions earned by a separated employee in the final compensation paid to the separated employee within the time limit set forth in the Act, the employer shall, in addition to any other penalties, pay the employee an amount equal to 3 times the amount of the commissions that were not paid, as well as the employee's court costs, attorney's fees, and any other associated costs incurred in successfully pursuing a legal action against the employer. Effective immediately.

LRB095 10165 WGH 31701 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 Illinois Wage Payment and Collection Act is  
5 amended by changing Section 14 as follows:

6 (820 ILCS 115/14) (from Ch. 48, par. 39m-14)

7 Sec. 14. (a) Any employer or any agent of an employer, who,  
8 being able to pay wages, final compensation, or wage  
9 supplements and being under a duty to pay, wilfully refuses to  
10 pay as provided in this Act, or falsely denies the amount or  
11 validity thereof or that the same is due, with intent to secure  
12 for himself or other person any underpayment of such  
13 indebtedness or with intent to annoy, harass, oppress, hinder,  
14 delay or defraud the person to whom such indebtedness is due,  
15 upon conviction, is guilty of a Class C misdemeanor. Each day  
16 during which any violation of this Act continues shall  
17 constitute a separate and distinct offense.

18 (a-5) If an employer fails to include all commissions  
19 earned by a separated employee in the final compensation paid  
20 to the separated employee within the time limit set forth in  
21 Section 5, the employer shall, in addition to any other  
22 penalties, pay the employee an amount equal to 3 times the  
23 amount of the commissions that were not paid, as well as the

1 employee's court costs, attorney's fees, and any other  
2 associated costs incurred in successfully pursuing a legal  
3 action against the employer.

4 (b) Any employer who has been demanded by the Director of  
5 Labor or ordered by the court to pay wages due an employee and  
6 who shall fail to do so within 15 days after such demand or  
7 order is entered shall be liable to pay a penalty of 1% per  
8 calendar day to the employee for each day of delay in paying  
9 such wages to the employee up to an amount equal to twice the  
10 sum of unpaid wages due the employee.

11 (c) Any employer, or any agent of an employer, who  
12 knowingly discharges or in any other manner knowingly  
13 discriminates against any employee because that employee has  
14 made a complaint to his employer, or to the Director of Labor  
15 or his authorized representative, that he or she has not been  
16 paid in accordance with the provisions of this Act, or because  
17 that employee has caused to be instituted any proceeding under  
18 or related to this Act, or because that employee has testified  
19 or is about to testify in an investigation or proceeding under  
20 this Act, is guilty, upon conviction, of a Class C misdemeanor.

21 (Source: P.A. 94-1025, eff. 7-14-06.)

22 Section 99. Effective date. This Act takes effect upon  
23 becoming law.