



Sen. Kimberly A. Lightford

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LRB098 05370 WGH 62316 a

1 AMENDMENT TO SENATE BILL 68

2 AMENDMENT NO. _____. Amend Senate Bill 68, AS AMENDED, by
3 replacing everything after the enacting clause with the
4 following:

5 "Section 5. The Minimum Wage Law is amended by changing
6 Section 4 as follows:

7 (820 ILCS 105/4) (from Ch. 48, par. 1004)

8 Sec. 4. (a)(1) Every employer shall pay to each of his
9 employees in every occupation wages of not less than \$2.30 per
10 hour or in the case of employees under 18 years of age wages of
11 not less than \$1.95 per hour, except as provided in Sections 5
12 and 6 of this Act, and on and after January 1, 1984, every
13 employer shall pay to each of his employees in every occupation
14 wages of not less than \$2.65 per hour or in the case of
15 employees under 18 years of age wages of not less than \$2.25
16 per hour, and on and after October 1, 1984 every employer shall

1 pay to each of his employees in every occupation wages of not
2 less than \$3.00 per hour or in the case of employees under 18
3 years of age wages of not less than \$2.55 per hour, and on or
4 after July 1, 1985 every employer shall pay to each of his
5 employees in every occupation wages of not less than \$3.35 per
6 hour or in the case of employees under 18 years of age wages of
7 not less than \$2.85 per hour, and from January 1, 2004 through
8 December 31, 2004 every employer shall pay to each of his or
9 her employees who is 18 years of age or older in every
10 occupation wages of not less than \$5.50 per hour, and from
11 January 1, 2005 through June 30, 2007 every employer shall pay
12 to each of his or her employees who is 18 years of age or older
13 in every occupation wages of not less than \$6.50 per hour, and
14 from July 1, 2007 through June 30, 2008 every employer shall
15 pay to each of his or her employees who is 18 years of age or
16 older in every occupation wages of not less than \$7.50 per
17 hour, and from July 1, 2008 through June 30, 2009 every
18 employer shall pay to each of his or her employees who is 18
19 years of age or older in every occupation wages of not less
20 than \$7.75 per hour, and from July 1, 2009 through June 30,
21 2010 every employer shall pay to each of his or her employees
22 who is 18 years of age or older in every occupation wages of
23 not less than \$8.00 per hour, and from ~~on and after~~ July 1,
24 2010 through June 30, 2015 every employer shall pay to each of
25 his or her employees who is 18 years of age or older in every
26 occupation wages of not less than \$8.25 per hour, and from July

1 1, 2015 through June 30, 2016 every employer shall pay to each
2 of his or her employees who is 18 years of age or older in every
3 occupation wages of not less than \$10 per hour, and from July
4 1, 2016 through June 30, 2017 every employer shall pay to each
5 of his or her employees who is 18 years of age or older in every
6 occupation wages of not less than \$10.50 per hour, and on and
7 after July 1, 2017 every employer shall pay to each of his or
8 her employees who is 18 years of age or older in every
9 occupation wages of not less than \$11 per hour.

10 (2) Unless an employee's wages are reduced under Section 6,
11 then in lieu of the rate prescribed in item (1) of this
12 subsection (a), an employer may pay an employee who is 18 years
13 of age or older, during the first 90 consecutive calendar days
14 after the employee is initially employed by the employer, a
15 wage that is not more than 50¢ less than the wage prescribed in
16 item (1) of this subsection (a); however, an employer shall pay
17 not less than the rate prescribed in item (1) of this
18 subsection (a) to:

19 (A) a day or temporary laborer, as defined in Section 5
20 of the Day and Temporary Labor Services Act, who is 18
21 years of age or older; and

22 (B) an employee who is 18 years of age or older and
23 whose employment is occasional or irregular and requires
24 not more than 90 days to complete.

25 (3) At no time shall the wages paid to any employee under
26 18 years of age be more than 50¢ less than the wage required to

1 be paid to employees who are at least 18 years of age under
2 item (1) of this subsection (a).

3 (b) No employer shall discriminate between employees on the
4 basis of sex or mental or physical handicap, except as
5 otherwise provided in this Act by paying wages to employees at
6 a rate less than the rate at which he pays wages to employees
7 for the same or substantially similar work on jobs the
8 performance of which requires equal skill, effort, and
9 responsibility, and which are performed under similar working
10 conditions, except where such payment is made pursuant to (1) a
11 seniority system; (2) a merit system; (3) a system which
12 measures earnings by quantity or quality of production; or (4)
13 a differential based on any other factor other than sex or
14 mental or physical handicap, except as otherwise provided in
15 this Act.

16 (c) Every employer of an employee engaged in an occupation
17 in which gratuities have customarily and usually constituted
18 and have been recognized as part of the remuneration for hire
19 purposes is entitled to an allowance for gratuities as part of
20 the hourly wage rate provided in Section 4, subsection (a) in
21 an amount not to exceed 40% of the applicable minimum wage
22 rate. The Director shall require each employer desiring an
23 allowance for gratuities to provide substantial evidence that
24 the amount claimed, which may not exceed 40% of the applicable
25 minimum wage rate, was received by the employee in the period
26 for which the claim of exemption is made, and no part thereof

1 was returned to the employer.

2 (d) No camp counselor who resides on the premises of a
3 seasonal camp of an organized not-for-profit corporation shall
4 be subject to the adult minimum wage if the camp counselor (1)
5 works 40 or more hours per week, and (2) receives a total
6 weekly salary of not less than the adult minimum wage for a
7 40-hour week. If the counselor works less than 40 hours per
8 week, the counselor shall be paid the minimum hourly wage for
9 each hour worked. Every employer of a camp counselor under this
10 subsection is entitled to an allowance for meals and lodging as
11 part of the hourly wage rate provided in Section 4, subsection
12 (a), in an amount not to exceed 25% of the minimum wage rate.

13 (e) A camp counselor employed at a day camp is not subject
14 to the adult minimum wage if the camp counselor is paid a
15 stipend on a onetime or periodic basis and, if the camp
16 counselor is a minor, the minor's parent, guardian or other
17 custodian has consented in writing to the terms of payment
18 before the commencement of such employment.

19 (Source: P.A. 94-1072, eff. 7-1-07; 94-1102, eff. 7-1-07;
20 95-945, eff. 1-1-09.)

21 Section 99. Effective date. This Act takes effect June 30,
22 2015."