

ILLINOIS DEPARTMENT OF LABOR

JB Pritzker
Governor

Michael D. Kleinik
Director



EQUAL PAY ACT
820 ILCS 112/50

2019 Annual Report
Administration and Enforcement Activities

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I. INTRODUCTION

The Illinois Equal Pay Act (820 ILCS 112) (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 2019.

III. ENFORCEMENT

The Act provides wage protections to employees across the state. In 2019, IDOL received 27 new equal pay complaints. Individuals working outside of Chicago filed the majority of the 2019 complaints. Nine new complaints came from the Chicago region.

The ConMed Division investigated 43 complaints, which includes a rollover of complaints from the previous fiscal year. The total wages paid to individuals from settlements in 2019 was \$18,214.50. The total amount of back wages paid due to administrative enforcement was \$4,799.35. Therefore, the total amount of back wages paid to individuals in 2019 amounted to \$23,013.85. The Division also collected \$771.81 in penalties resulting from administrative enforcement.

COMPLAINTS:

New Complaints Received: 27

Complaints Investigated: 43

WAGES RECOVERED FOR WORKERS:

Wages Collected by IDOL: \$4,799.35

Wages Paid from Private Settlements: \$18,214.50

Total Wages Paid to Complainants: \$23,013.85

PENALTIES RECOVERED:

Penalties Collected by IDOL: \$771.81

Additionally, IDOL dismissed 20 cases in 2019 for the following reasons:

- (1) No Equal Pay Act violation found after IDOL investigation: 3
- (2) Complaint did not concern wage discrimination based upon gender: 11
- (3) Incomplete complaint: 0
- (4) Complainant withdrew claim: 4
- (5) Complaint was filed in Federal Court: 2

IV. OUTREACH AND PUBLIC AWARENESS
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Resources for outreach and public awareness initiatives were limited during 2019, i.e., limited staff, restrictions on travel and printing.

Robert Parrilli, Division Manager

December 23, 2019