

# HB5453



## 101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB5453

by Rep. Anne Stava-Murray

### SYNOPSIS AS INTRODUCED:

820 ILCS 112/17 new

Amends the Equal Pay Act of 2003. Requires employers to disclose to any person who receives compensation from the employer, whether as an employee or as a contractor, pay scales for all positions for which the employer pays compensation. Effective immediately.

LRB101 19444 JLS 68916 b

A BILL FOR

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 adding  
5 Section 17 as follows:

6 (820 ILCS 112/17 new)

7 Sec. 17. Disclosure of pay scales.

8 (a) An employer must disclose to any person to whom the  
9 employer pays salary, wages, or other compensation for  
10 performing services, whether as an employee or as a contractor,  
11 the pay scale for all positions for which the employer pays  
12 compensation.

13 (b) The required disclosure must be made to all persons  
14 receiving compensation before January 1, 2021 no later than  
15 January 1, 2021. The disclosure to persons who first receive  
16 compensation after December 31, 2020 must be made at the time  
17 the person is hired.

18 (c) If pay scales are revised, the changes in the pay  
19 scales must be disclosed when the revisions are effective.

20 Section 99. Effective date. This Act takes effect upon  
21 becoming law.