

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 3. The Equal Pay Act of 2003 is amended by changing
5 Section 11 as follows:

6 (820 ILCS 112/11)

7 Sec. 11. Equal pay registration certificate requirements;
8 application. For the purposes of this Section 11 only,
9 "business" means any private employer who has 100 or more ~~more~~
10 ~~than 100~~ employees in the State of Illinois and is required to
11 file an Annual Employer Information Report EEO-1 with the
12 Equal Employment Opportunity Commission, but does not include
13 the State of Illinois or any political subdivision, municipal
14 corporation, or other governmental unit or agency.

15 (a) A business must obtain an equal pay registration
16 certificate from the Department.

17 (b) Any business subject to the requirements of this
18 Section that is authorized to transact business in this State
19 on March 23, 2021 shall submit an application to obtain an
20 equal pay registration certificate, between March 24, 2022 and
21 March 23, 2024, and must recertify every 2 years thereafter.
22 Any business subject to the requirements of this Section that
23 is authorized to transact business in this State after March

1 23, 2021 must submit an application to obtain an equal pay
2 registration certificate within 3 years of commencing business
3 operations, but not before January 1, 2024, and must recertify
4 every 2 years thereafter. The Department shall collect contact
5 information from each business subject to this Section. The
6 Department shall assign each business a date by which it must
7 submit an application to obtain an equal pay registration
8 certificate. The business shall recertify every 2 years at a
9 date to be determined by the Department. When a business
10 receives a notice from the Department to recertify for its
11 equal pay registration certificate, if the business has fewer
12 than 100 employees, the business must certify in writing to
13 the Department that it is exempt from this Section. Any new
14 business that is subject to this Section and authorized to
15 conduct business in this State, after the effective date of
16 this amendatory Act of the 102nd General Assembly, shall
17 submit its contact information to the Department by January 1
18 of the following year and shall be assigned a date by which it
19 must submit an application to obtain an equal pay registration
20 certificate. The Department's failure to assign a business a
21 registration date does not exempt the business from compliance
22 with this Section. The failure of the Department to notify a
23 business of its recertification deadline may be a mitigating
24 factor when making a determination of a violation of this
25 Section.

26 (c) Application.

1 (1) A business shall apply for an equal pay
2 registration certificate by paying a \$150 filing fee and
3 submitting wage records and an equal pay compliance
4 statement to the Director as follows:

5 (A) Wage Records. Any business that is required to
6 file an annual Employer Information Report EEO-1 with
7 the Equal Employment Opportunity Commission must also
8 submit to the Director a copy of the business's most
9 recently filed Employer Information Report EEO-1. The
10 business shall also compile a list of all employees
11 during the past calendar year, separated by gender and
12 the race and ethnicity categories as reported in the
13 business's most recently filed Employer Information
14 Report EEO-1, and the county in which the employee
15 works, the date the employee started working for the
16 business, any other information the Department deems
17 necessary to determine if pay equity exists among
18 employees, and report the total wages as defined by
19 Section 2 of the Illinois Wage Payment and Collection
20 Act paid to each employee during the past calendar
21 year, rounded to the nearest \$100, to the Director.

22 (B) Equal Pay Compliance Statement. The business
23 must submit a statement signed by a corporate officer,
24 legal counsel, or authorized agent of the business
25 certifying:

26 (i) that the business is in compliance with

1 this Act and other relevant laws, including but
2 not limited to: Title VII of the Civil Rights Act
3 of 1964, the Equal Pay Act of 1963, the Illinois
4 Human Rights Act, and the Equal Wage Act;

5 (ii) that the average compensation for its
6 female and minority employees is not consistently
7 below the average compensation, as determined by
8 rule by the United States Department of Labor, for
9 its male and non-minority employees within each of
10 the major job categories in the Employer
11 Information Report EEO-1 for which an employee is
12 expected to perform work, taking into account
13 factors such as length of service, requirements of
14 specific jobs, experience, skill, effort,
15 responsibility, working conditions of the job,
16 education or training, job location, use of a
17 collective bargaining agreement, or other
18 mitigating factors; as used in this subparagraph,
19 "minority" has the meaning ascribed to that term
20 in paragraph (1) of subsection (A) of Section 2 of
21 the Business Enterprise for Minorities, Women, and
22 Persons with Disabilities Act;

23 (iii) that the business does not restrict
24 employees of one sex to certain job
25 classifications, and makes retention and promotion
26 decisions without regard to sex;

1 (iv) that wage and benefit disparities are
2 corrected when identified to ensure compliance
3 with the Acts cited in item (i);

4 (v) how often wages and benefits are
5 evaluated; and

6 (vi) the approach the business takes in
7 determining what level of wages and benefits to
8 pay its employees; acceptable approaches include,
9 but are not limited to, a wage and salary survey.

10 (C) Filing fee. The business shall pay to the
11 Department a filing fee of \$150. Proceeds from the
12 fees collected under this Section shall be deposited
13 into the Equal Pay Registration Fund, a special fund
14 created in the State treasury. Moneys in the Fund
15 shall be appropriated to the Department for the
16 purposes of this Section.

17 (2) Receipt of the equal pay compliance application
18 and statement by the Director does not establish
19 compliance with the Acts set forth in item (i) of
20 subparagraph (B) of paragraph (1) of this subsection (c).

21 (3) A business that has employees in multiple
22 locations or facilities in Illinois shall submit a single
23 application to the Department regarding all of its
24 operations in Illinois.

25 (d) Issuance or rejection of registration certificate.
26 After January 1, 2022, the Director must issue an equal pay

1 registration certificate, or a statement of why the
2 application was rejected, within 45 calendar days of receipt
3 of the application. Applicants shall have the opportunity to
4 cure any deficiencies in its application that led to the
5 rejection, and re-submit the revised application to the
6 Department within 30 calendar days of receiving a rejection.
7 Applicants shall have the ability to appeal rejected
8 applications. An application may be rejected only if it does
9 not comply with the requirements of subsection (c), or the
10 business is otherwise found to be in violation of this Act. The
11 receipt of an application by the Department, or the issuance
12 of a registration certificate by the Department, shall not
13 establish compliance with the Equal Pay Act of 2003 as to all
14 Sections except Section 11. The issuance of a registration
15 certificate shall not be a defense against any Equal Pay Act
16 violation found by the Department, nor a basis for mitigation
17 of damages.

18 (e) Revocation of registration certificate. An equal pay
19 registration certificate for a business may be suspended or
20 revoked by the Director when the business fails to make a good
21 faith effort to comply with the Acts identified in item (i) of
22 subparagraph (B) of paragraph (1) of subsection (c), fails to
23 make a good faith effort to comply with this Section, or has
24 multiple violations of this Section or the Acts identified in
25 item (i) of subparagraph (B) of paragraph (1) of subsection
26 (c). Prior to suspending or revoking a registration

1 certificate, the Director must first have sought to conciliate
2 with the business regarding wages and benefits due to
3 employees.

4 Consistent with Section 25, prior to or in connection with
5 the suspension or revocation of an equal pay registration
6 certificate, the Director, or his or her authorized
7 representative, may interview workers, administer oaths, take
8 or cause to be taken the depositions of witnesses, and require
9 by subpoena the attendance and testimony of witnesses, and the
10 production of personnel and compensation information relative
11 to the matter under investigation, hearing or a
12 department-initiated audit.

13 Neither the Department nor the Director shall be held
14 liable for good faith errors in issuing, denying, suspending
15 or revoking certificates.

16 (f) Administrative review. A business may obtain an
17 administrative hearing in accordance with the Illinois
18 Administrative Procedure Act before the suspension or
19 revocation of its certificate or imposition of civil penalties
20 as provided by subsection (i) is effective by filing a written
21 request for hearing within 20 calendar days after service of
22 notice by the Director.

23 (g) Technical assistance. The Director must provide
24 technical assistance to any business that requests assistance
25 regarding this Section.

26 (h) Access to data.

1 (1) Any individually identifiable information
2 submitted to the Director within or related to an equal
3 pay registration application or otherwise provided by an
4 employer in its equal pay compliance statement under
5 subsection (c) shall be considered confidential
6 information and not subject to disclosure pursuant to the
7 Illinois Freedom of Information Act. As used in this
8 Section, "individually identifiable information" means
9 data submitted pursuant to this Section that is associated
10 with a specific person or business. Aggregate data or
11 reports that are reasonably calculated to prevent the
12 association of any data with any individual business or
13 person are not confidential information. Aggregate data
14 shall include the job category and the average hourly wage
15 by county for each gender, race, and ethnicity category on
16 the registration certificate applications. The Department
17 of Labor may compile aggregate data from registration
18 certificate applications.

19 (2) The Director's decision to issue, not issue,
20 revoke, or suspend an equal pay registration certificate
21 is public information.

22 (3) Notwithstanding this subsection (h), a current
23 employee of a covered business may request anonymized data
24 regarding their job classification or title and the pay
25 for that classification. No individually identifiable
26 information may be provided to an employee making a

1 request under this paragraph.

2 (4) Notwithstanding this subsection (h), the
3 Department may share data and identifiable information
4 with the Department of Human Rights, pursuant to its
5 enforcement of Article 2 of the Illinois Human Rights Act,
6 or the Office of the Attorney General, pursuant to its
7 enforcement of Section 10-104 of the Illinois Human Rights
8 Act.

9 (5) Any Department employee who willfully and
10 knowingly divulges, except in accordance with a proper
11 judicial order or otherwise provided by law, confidential
12 information received by the Department from any business
13 pursuant to this Act shall be deemed to have violated the
14 State Officials and Employees Ethics Act and be subject to
15 the penalties established under subsections (e) and (f) of
16 Section 50-5 of that Act after investigation and
17 opportunity for hearing before the Executive Ethics
18 Commission in accordance with Section 20-50 of that Act.

19 (i) Penalty. Falsification or misrepresentation of
20 information on an application submitted to the Department
21 shall constitute a violation of this Act and the Department
22 may seek to suspend or revoke an equal pay registration
23 certificate or impose civil penalties as provided under
24 subsection (c) of Section 30.

25 (Source: P.A. 101-656, eff. 3-23-21; 102-36, eff. 6-25-21.)

1 Section 5. The Occupational Safety and Health Act is
2 amended by changing Sections 25, 60, 65, 80, 85, 90, 100, and
3 110 as follows:

4 (820 ILCS 219/25)

5 Sec. 25. Occupational safety and health standards.

6 (a) All federal occupational safety and health standards
7 which the United States Secretary of Labor has promulgated or
8 modified in accordance with the federal Occupational Safety
9 and Health Act of 1970 and which are in effect on the effective
10 date of this Act shall be and are hereby made rules of the
11 Department unless the Director promulgates an alternate
12 standard that is at least as effective in providing safe and
13 healthful employment and places of employment as a federal
14 standard. Before developing and adopting an alternate standard
15 or modifying or revoking an existing standard, the Director
16 must consider factual information that includes:

17 (1) Expert technical knowledge.

18 (2) Input from interested persons, including
19 employers, employees, recognized standards-producing
20 organizations, and the public.

21 (b) All federal occupational safety and health standards
22 which the United States Secretary of Labor promulgates or
23 modifies in accordance with the federal Occupational Safety
24 and Health Act of 1970 on or after the effective date of this
25 Act, unless revoked by the Secretary of Labor, shall become

1 rules of the Department within 6 months after their federal
2 promulgation date, unless there has been in effect in this
3 State at the time of the promulgation or modification of the
4 federal standard an alternate State standard that is at least
5 as effective in providing safe and healthful employment and
6 places of employment as a federal standard. The alternate
7 State standard, if not currently contained in the Department's
8 rules, shall not become effective, however, unless the
9 Department, within 45 days after the federal promulgation
10 date, files with the office of the Secretary of State in
11 Springfield, Illinois, a certified copy of the rule as
12 provided in the Illinois Administrative Procedure Act.

13 (Source: P.A. 98-874, eff. 1-1-15.)

14 (820 ILCS 219/60)

15 Sec. 60. Employers' records.

16 (a) The Director shall adopt rules requiring public
17 employers to maintain accurate records of, and to make reports
18 on, work-related deaths, injuries, and illnesses, other than
19 minor injuries requiring only first aid treatment and which do
20 not involve medical treatment, loss of consciousness,
21 restriction of work or motion, or transfer to another job. The
22 rules shall specifically include all of the reporting
23 provisions of Section 6 of the Workers' Compensation Act and
24 Section 6 of the Workers' Occupational Diseases Act. The
25 records shall be available to any State agency requiring such

1 information.

2 (b) The Director shall adopt rules requiring public
3 employers to maintain accurate records of employee exposures
4 to potentially toxic materials or harmful physical agents
5 which are required to be monitored or measured under this Act.
6 The rules shall provide employees or their authorized
7 representative with an opportunity to observe the monitoring
8 or measuring, and to have access to the records of the
9 monitoring or measuring. The rules shall provide appropriate
10 means by which each employee or former employee may have
11 access to such records as will indicate his or her exposure to
12 toxic materials or harmful physical agents.

13 (c) A public employer shall promptly notify any employee
14 who has been or is being exposed to toxic materials or harmful
15 physical agents in concentrations or at levels which exceed
16 those prescribed by an occupational safety and health standard
17 and shall inform the employee who is being thus exposed of the
18 action being taken by the employer to correct such exposure.

19 (Source: P.A. 98-874, eff. 1-1-15.)

20 (820 ILCS 219/65)

21 Sec. 65. Periodic inspection of workplaces.

22 (a) The Director shall enforce the occupational safety and
23 health standards and rules promulgated under this Act and any
24 occupational health and safety regulations relating to
25 inspection of places of employment, and shall visit and

1 inspect, as often as practicable, the places of employment
2 covered by this Act.

3 (b) The Director or his or her authorized representative,
4 upon presenting appropriate credentials to a public employer's
5 agent in charge, has the right to enter and inspect all places
6 of employment covered by this Act as follows:

7 (1) An inspector may enter without delay and at
8 reasonable times any establishment, construction site, or
9 other area, workplace, or environment where work is
10 performed by an employee of a public employer in order to
11 enforce the occupational safety and health standards
12 adopted under this Act.

13 (2) If a public employer refuses entry to an inspector
14 upon being presented with proper credentials or allows
15 entry but then refuses to permit or hinders the inspection
16 in any way, the inspector shall leave the premises and
17 immediately report the refusal to authorized management
18 within the Division. Authorized management shall notify
19 the Director to initiate the compulsory legal process to
20 obtain entry or obtain a warrant for entry, or both.

21 (3) An inspector may inspect and investigate during
22 regular working hours and at other reasonable times, and
23 within reasonable limits and in a reasonable manner, any
24 workplace described in paragraph (1) and all pertinent
25 conditions, structures, machines, apparatus, devices,
26 equipment, and materials therein, and to question

1 privately the employer or any agent or employee of the
2 employer.

3 (4) The owner, operator, manager, or lessee of any
4 workplace covered by this Act, and his or her agent or
5 employee, and any employer affected by this Act shall,
6 when requested by the Division of Occupational Safety and
7 Health or any duly authorized agent of that Division: (i)
8 furnish any information in his or her possession or under
9 his or her control which the Department is authorized to
10 require, (ii) answer truthfully all questions required to
11 be put to him or her, and (iii) cooperate in the making of
12 a proper inspection.

13 (c) In making his or her inspection and investigations
14 under this Act, the Director ~~of Labor~~ has the power to require
15 the attendance and testimony of witnesses and the production
16 of evidence under oath.

17 (Source: P.A. 98-874, eff. 1-1-15; 99-336, eff. 8-10-15.)

18 (820 ILCS 219/80)

19 Sec. 80. Violation of Act or standard; citation.

20 (a) Upon inspection or investigation of a workplace, if
21 the Director or his or her authorized representative believes
22 that a public employer has violated a requirement of this Act
23 or a standard, rule, or regulation promulgated under this Act,
24 he or she shall with reasonable promptness issue a citation to
25 the employer. A citation shall: (i) be in writing, (ii)

1 describe with particularity the nature of the violation and
2 include a reference to the provision of the Act, standard,
3 rule, or regulation alleged to have been violated, and (iii)
4 fix a reasonable time for the abatement of the violation.

5 (b) Each citation issued under this Section, or a copy or
6 copies thereof, shall be prominently posted at or near the
7 place at which the violation occurred as prescribed in rules
8 adopted by the Director.

9 (c) A citation shall be served on the employer or the
10 employer's agent by delivering a copy to the person upon whom
11 the service is to be had, or by leaving a copy at his or her
12 usual place of business or abode, or by sending a copy by
13 certified mail to his or her place of business, or by sending a
14 copy by email to an email address previously designated by the
15 employer for purposes of receiving notice under this Act.

16 (d) A citation may not be issued under this Section after
17 the expiration of 6 months following the occurrence of any
18 violation.

19 (Source: P.A. 98-874, eff. 1-1-15.)

20 (820 ILCS 219/85)

21 Sec. 85. Civil penalties.

22 (a) After an inspection of a workplace under this Act, if
23 the Director issues a citation, he or she shall, within 5 days
24 after issuing the citation, notify the employer by certified
25 mail, or by email to an email address previously designated by

1 the employer for purposes of receiving notice under this Act,
2 of any civil penalty proposed to be assessed for the violation
3 set forth in the citation.

4 (b) If the Director has reason to believe that an employer
5 has failed to correct a violation for which a citation has been
6 issued within the period permitted for its correction, the
7 Director shall notify the employer by certified mail, or by
8 email to an email address previously designated by the
9 employer for purposes of receiving notice under this Act, of
10 that failure and of the civil penalty proposed to be assessed
11 for that failure.

12 (c) Civil penalties authorized under this Section are as
13 follows:

14 (1) A public employer that repeatedly violates this
15 Act, the Safety Inspection and Education Act, or the
16 Health and Safety Act, or any combination of those Acts,
17 or any standard, rule, regulation, or order under any of
18 those Acts, may be assessed a civil penalty of not more
19 than \$10,000 per violation.

20 (2) A public employer that intentionally violates this
21 Act, the Safety Inspection and Education Act, or the
22 Health and Safety Act, or any standard, rule, regulation,
23 or order under any of those Acts, or who demonstrates
24 plain indifference to any provision of any of those Acts
25 or any such standard, rule, regulation, or order, may be
26 assessed a civil penalty of not more than \$10,000 per

1 violation.

2 (3) A public employer that has received a citation for
3 a serious violation of this Act, the Safety Inspection and
4 Education Act, or the Health and Safety Act, or any
5 standard, rule, regulation, or order under any of those
6 Acts, may be assessed a civil penalty up to \$1,000 for each
7 such violation.

8 (4) A public employer that has received a citation for
9 a violation of this Act, the Safety Inspection and
10 Education Act, or the Health and Safety Act, or any
11 standard, rule, regulation, or order under any of those
12 Acts, which is not a serious violation, may be assessed a
13 civil penalty of up to \$1,000 for each such violation.

14 (5) A public employer that violates a posting
15 requirement is subject to the following citations and
16 proposed penalty structure:

17 (A) Job Safety and Health Poster: an other than
18 serious citation and a proposed penalty of \$1,000.

19 (B) Annual Summary of Work-Related Injuries and
20 Illnesses (OSHA Form 300A): an other than serious
21 citation and a proposed penalty of \$1,000, even if
22 there are no recordable injuries or illnesses.

23 (C) Citation: an other than serious citation and a
24 proposed penalty of \$1,000.

25 (6) A public employer that fails to correct a
26 violation for which a citation has been issued within the

1 time period permitted may be assessed a civil penalty of
2 up to \$1,000 for each day the violation continues.

3 (d) For purposes of this Section, a "serious violation"
4 shall be deemed to exist in a workplace if there is a
5 substantial probability that death or serious physical harm
6 could result from (i) a condition which exists or (ii) one or
7 more practices, means, methods, operations, or processes which
8 have been adopted or are in use in the workplace, unless the
9 employer did not know and could not, with the exercise of
10 reasonable diligence, have known of the presence of the
11 violation.

12 (e) The Director may assess civil penalties as provided in
13 this Section, giving due consideration to the appropriateness
14 of the penalty. A penalty may be reduced by the Director or the
15 Director's authorized representative based on the public
16 employer's good faith, size of business, and history of
17 previous violations.

18 (f) The Attorney General may bring an action in the
19 circuit court to enforce the collection of any civil penalty
20 assessed under this Act.

21 (g) All civil penalties collected under this Act shall be
22 deposited into the General Revenue Fund of the State of
23 Illinois.

24 (Source: P.A. 98-874, eff. 1-1-15.)

25 (820 ILCS 219/90)

1 Sec. 90. Informal review.

2 (a) A public employer may submit in writing data relating
3 to the abatement of a hazard to be considered by an authorized
4 representative of the Director. The authorized representative
5 shall notify the interested parties if such data will be used
6 to modify an abatement order.

7 (b) Within 15 business ~~working~~ days after receiving a
8 citation, proposed assessment of a civil penalty, or notice of
9 failure to correct a violation, a public employer or the
10 employer's agent may request that an authorized representative
11 of the Director review abatement dates, reclassify violations
12 (such as willful to serious, serious to other than serious),
13 or modify or withdraw a penalty, a citation, or a citation
14 item, or any combination of those, if the employer presents
15 evidence during the informal conference which convinces the
16 authorized representative that the changes are justified.

17 (Source: P.A. 98-874, eff. 1-1-15.)

18 (820 ILCS 219/100)

19 Sec. 100. Hearing.

20 (a) If a public employer or the employer's representative
21 notifies the Director that the employer intends to contest a
22 citation and notice of penalty or if, within 15 business
23 ~~working~~ days after the issuance of the citation, an employee
24 or representative of employees files a notice with the
25 Director alleging that the period of time fixed in the

1 citation for the abatement of the violation is unreasonable,
2 the Director shall afford an opportunity for a hearing before
3 an Administrative Law Judge designated by the Director.

4 (b) At the hearing, the employer or employee shall state
5 his or her objections to the citation and provide evidence why
6 the citation should not stand as issued. The Director or his or
7 her representative shall be given the opportunity to state his
8 or her reasons for issuing the citation. Affected employees
9 shall be provided an opportunity to participate as parties to
10 hearings under the rules of procedure prescribed by the
11 Director (56 Ill. Admin. Code, Part 120).

12 (c) The Director, or the Administrative Law Judge on
13 behalf of the Director, has the power to do the following:

14 (1) Issue subpoenas for and compel the attendance of
15 witnesses.

16 (2) Hear testimony and receive evidence.

17 (3) Order testimony of a witness residing within or
18 without this State to be taken by deposition in the manner
19 prescribed by law for depositions in civil cases in the
20 circuit court in any proceeding pending before him or her
21 at any stage of such proceeding.

22 (d) Subpoenas and commissions to take testimony shall be
23 issued by ~~under seal of~~ the Director. Service of subpoenas may
24 be made by a sheriff or any other person.

25 (e) The circuit court for the county where any hearing is
26 pending may compel the attendance of witnesses, the production

1 of pertinent books, papers, records, or documents, and the
2 giving of testimony before the Director or an Administrative
3 Law Judge by an attachment proceeding, as for contempt, in the
4 same manner as the production of evidence may be compelled
5 before the court.

6 (f) The Administrative Law Judge on behalf of the
7 Director, after considering the evidence presented at the
8 formal hearing, in accordance with the Director's rules, shall
9 enter a final decision and order within a reasonable time
10 affirming, modifying, or vacating the citation or proposed
11 assessment of a civil penalty, or directing other appropriate
12 relief.

13 (Source: P.A. 98-874, eff. 1-1-15.)

14 (820 ILCS 219/110)

15 Sec. 110. Discrimination against employee prohibited.

16 (a) A person may not discharge or in any way discriminate
17 against an employee because the employee has: (i) filed a
18 complaint or instituted or caused to be instituted any
19 proceeding under this Act, (ii) testified or is about to
20 testify in any such proceeding, or (iii) exercised, on his or
21 her own behalf or on behalf of another person, any right
22 afforded by this Act, including reporting potential violations
23 of this Act to a member of management with authority to address
24 the concerns.

25 (b) An employee who believes that he or she has been

1 discharged or otherwise discriminated against by an employer
2 in violation of this Section may, within 30 calendar days
3 after the violation occurs, file a complaint with the Director
4 alleging the discrimination.

5 (c) Upon receipt of the complaint, the Director shall
6 cause an investigation to be made as the Director deems
7 appropriate. After the investigation, if the Director
8 determines that the employer has violated this Section, the
9 Director shall bring an action in the circuit court for
10 appropriate relief, including rehiring or reinstatement of the
11 employee to his or her former position with back pay, after
12 taking into account any interim earnings of the employee. In
13 such matters the Director shall be represented by the Attorney
14 General.

15 (Source: P.A. 98-874, eff. 1-1-15.)

16 Section 99. Effective date. This Section and Section 3
17 takes effect immediately.