



Rep. Edgar Gonzalez, Jr.

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10300SB3650ham001

LRB103 38728 SPS 73422 a

1 AMENDMENT TO SENATE BILL 3650

2 AMENDMENT NO. _____. Amend Senate Bill 3650 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Day and Temporary Labor Services Act is
5 amended by changing Sections 5, 10, 11, 42, 45, 55, and 85 and
6 by adding Section 43 as follows:

7 (820 ILCS 175/5)

8 Sec. 5. Definitions. As used in this Act:

9 "Applicant" means a natural person who seeks a work
10 assignment at a day and temporary labor service agency.

11 "Day or temporary laborer" means a natural person who
12 contracts for employment with a day and temporary labor
13 service agency.

14 "Day and temporary labor" means work performed by a day or
15 temporary laborer at a third party client, the duration of
16 which may be specific or undefined, pursuant to a contract or

1 understanding between the day and temporary labor service
2 agency and the third party client. "Day and temporary labor"
3 does not include labor or employment of a professional or
4 clerical nature.

5 "Day and temporary labor service agency" means any person
6 or entity engaged in the business of employing day or
7 temporary laborers to provide services, for a fee, to or for
8 any third party client pursuant to a contract with the day and
9 temporary labor service agency and the third party client.

10 "Department" means the Department of Labor.

11 "Interested party" means an organization that monitors or
12 is attentive to compliance with public or worker safety laws,
13 wage and hour requirements, or other statutory requirements.

14 "Labor dispute" means any controversy concerning wages,
15 hours, terms, or conditions of employment.

16 "Third party client" means any person that contracts with
17 a day and temporary labor service agency for obtaining day or
18 temporary laborers.

19 "Person" means every natural person, firm, partnership,
20 co-partnership, limited liability company, corporation,
21 association, business trust, or other legal entity, or its
22 legal representatives, agents, or assigns.

23 (Source: P.A. 103-437, eff. 8-4-23.)

24 (820 ILCS 175/10)

25 Sec. 10. Employment notice and application receipt.

1 ~~Notice.~~

2 (a) Employment notice. Whenever a day and temporary labor
3 service agency agrees to send one or more persons to work as
4 day or temporary laborers, the day and temporary labor service
5 agency shall provide to each day or temporary laborer, at the
6 time of dispatch, a statement containing the following items
7 on a form approved by the Department:

8 (1) the name of the day or temporary laborer;

9 (2) the name and nature of the work to be performed,
10 including a list of basic job duties, and the types of
11 equipment, protective clothing, and training that are
12 required for the task;

13 (3) the wages offered;

14 (4) the name and address, including county, of the
15 destination of each day or temporary laborer;

16 (5) terms of transportation; ~~and~~

17 (6) whether a meal or equipment, or both, are
18 provided, either by the day and temporary labor service
19 agency or the third party client, and the cost of the meal
20 and equipment, if any; and -

21 (7) for a day or temporary laborer entitled to the pay
22 requirements described in Section 42, either:

23 (A) the seniority and hourly wage of the
24 comparator being used to determine the wage if the
25 wage is determined under paragraph (1) of subsection
26 (a) of Section 42; or

1 (B) the standard occupational classification used
2 if the wage is determined under paragraph (2) of
3 subsection (a) of Section 42.

4 If a day or temporary laborer is assigned to the same
5 assignment for more than one day, the day and temporary labor
6 service agency is required to provide the employment notice
7 only on the first day of the assignment and on any day that any
8 of the terms listed on the employment notice are changed.

9 ~~If the day or temporary laborer is not placed with a third~~
10 ~~party client or otherwise contracted to work for that day, the~~
11 ~~day and temporary labor service agency shall, upon request,~~
12 ~~provide the day and temporary laborer with a confirmation that~~
13 ~~the day or temporary laborer sought work, signed by an~~
14 ~~employee of the day and temporary labor service agency, which~~
15 ~~shall include the name of the agency, the name and address of~~
16 ~~the day or temporary laborer, and the date and the time that~~
17 ~~the day or temporary laborer receives the confirmation.~~

18 (b) (Blank). ~~No day and temporary labor service agency~~
19 ~~may send any day or temporary laborer to any place where a~~
20 ~~strike, a lockout, or other labor trouble exists.~~

21 (b-5) Application receipt. If an applicant seeks a work
22 assignment as a day or temporary laborer with a day and
23 temporary labor service agency, including in-person, online,
24 or through an app-based system, and is not placed with a third
25 party client or otherwise contracted to work for that day by
26 the day and temporary labor service agency, the day and

1 temporary labor service agency shall provide the applicant
2 with a confirmation that the applicant sought work, signed by
3 an employee of the day and temporary labor service agency, on a
4 form approved by the Department, that shall include:

5 (1) the name and location of the day and temporary
6 labor service agency and branch office;

7 (2) the name and address of the applicant;

8 (3) the date and the time that the applicant sought
9 the work assignment;

10 (4) the manner in which the applicant sought the work
11 assignment; and

12 (5) the specific work sites or type of jobs sought by
13 the applicant, if applicable.

14 (c) The Department shall recommend to day and temporary
15 labor service agencies that those agencies employ personnel
16 who can effectively communicate information required in
17 subsections (a) and (b-5) ~~(b)~~ to day or temporary laborers in
18 Spanish, Polish, or any other language that is generally
19 understood in the locale of the day and temporary labor
20 service agency.

21 (Source: P.A. 99-78, eff. 7-20-15; 100-517, eff. 6-1-18.)

22 (820 ILCS 175/11)

23 Sec. 11. Right to refuse assignment to a labor dispute.

24 (a) No day and temporary labor service agency may send a
25 day or temporary laborer to a place where a strike, a lockout,

1 or work stoppage ~~other labor trouble~~ exists because of a labor
2 dispute or where a picket, bannering, or handbilling exists
3 because of a labor dispute without providing, at or before the
4 time of dispatch, a statement, in writing and in a language
5 that the day and temporary laborer understands, informing the
6 day or temporary laborer of the labor dispute and the day or
7 temporary laborer's right to refuse the assignment without
8 prejudice to receiving another assignment.

9 (b) The failure by a day and temporary labor service
10 agency to provide any of the information required by this
11 Section shall constitute a notice violation under Section 95.
12 The failure of a day and temporary labor service agency to
13 provide each piece of information required by this Section at
14 each time it is required by this Section shall constitute a
15 separate and distinct notice violation. If a day and temporary
16 labor service agency claims that it has provided a notice as
17 required under this Section electronically, the day and
18 temporary labor service agency shall bear the burden of
19 showing that the notice was provided if there is a dispute.

20 (Source: P.A. 103-437, eff. 8-4-23.)

21 (820 ILCS 175/42)

22 Sec. 42. Equal pay for equal work.

23 (a) A day and temporary labor service agency shall pay a A
24 day or temporary laborer who is assigned to work and performs
25 work at the same ~~a~~ third party client for more than 720 hours

1 within a 12-month period, beginning on or after April 1, 2024,
2 in accordance with one of the following methods: ~~90 calendar~~
3 ~~days shall be paid not less than the rate of pay and equivalent~~
4 ~~benefits as the lowest paid~~

5 (1) Third party client employee compensation as a
6 basis for compensation. The day or temporary laborer shall
7 be paid as follows:

8 (A) if there is a directly hired comparator
9 employee of the third party client with the same or
10 substantially similar level of seniority at the
11 company and performing the same or substantially
12 similar work on jobs the performance of which requires
13 substantially similar skill, effort, and
14 responsibility, and that are performed under similar
15 working conditions, not less than the straight-time
16 hourly rate of pay or hourly equivalent of the lowest
17 paid directly hired comparator employee of the third
18 party client who is entitled to overtime under the
19 Fair Labor Standards Act of 1938, as amended, with the
20 same or substantially similar level of seniority at
21 the company and performing the same or substantially
22 similar work on jobs the performance of which requires
23 substantially similar skill, effort, and
24 responsibility, and that are performed under similar
25 working conditions; or -

26 (B) if ~~if~~ there is not a directly hired comparator

1 ~~comparative~~ employee of the third party client, ~~the~~
2 ~~day or temporary laborer shall be paid~~ not less than
3 the straight-time hourly rate of pay or hourly ~~and~~
4 equivalent ~~benefits~~ of the lowest paid directly ~~direct~~
5 hired employee of the third party client who is
6 entitled to overtime under the Fair Labor Standards
7 Act of 1938, as amended, ~~company~~ with the closest
8 level of seniority at the third party client ~~company.~~
9 ~~A day and temporary labor service agency may pay the~~
10 ~~hourly cash equivalent of the actual cost benefits in~~
11 ~~lieu of benefits required under this Section.~~

12 (2) Bureau of Labor Statistics data as a basis for
13 compensation. At the sole discretion of the third party
14 client, the day or temporary laborer shall be paid as
15 follows:

16 (A) if a day or temporary laborer has been
17 assigned to work and performs work at the same third
18 party client for more than 720 hours within a 12-month
19 period, not less than the median base hourly rate, or
20 hourly equivalent if paid on a salary basis, of
21 workers working in the same or a substantially similar
22 job classification, as reflected in the detail level
23 of the most recent Standard Occupational
24 Classification System published by the United States
25 Department of Labor's Bureau of Labor Statistics, in
26 the same metropolitan area or non-metropolitan area of

1 Illinois where the work is performed, as reflected in
2 the most recent Occupational Employment and Wage
3 Statistics Survey, or any successor publication,
4 published by the United States Department of Labor's
5 Bureau of Labor Statistics; or

6 (B) if a day or temporary laborer has been
7 assigned to work and performs work at the same third
8 party client for more than 4,160 hours within a
9 48-month period, not less than the 75th percentile
10 base hourly rate, or hourly equivalent if paid on a
11 salary basis, of workers working in the same or
12 substantially similar job classification, as reflected
13 in the detail level of the most recent Standard
14 Occupational Classification System published by the
15 United States Department of Labor's Bureau of Labor
16 Statistics, in the same metropolitan area or
17 non-metropolitan area of Illinois where the work is
18 performed, as reflected in the most recent
19 Occupational Employment and Wage Statistics Survey, or
20 any successor publication, published by the United
21 States Department of Labor's Bureau of Labor
22 Statistics.

23 The Department shall provide on its website a link to
24 the publications specified in this paragraph and a link to
25 the United States Department of Labor's guidance on
26 determining standard occupational classifications.

1 (b) A day and temporary labor agency shall provide a day or
2 temporary laborer who is assigned to work and performs work at
3 the same third party client for more than 720 hours within a
4 12-month period, beginning on or after April 1, 2024,
5 substantially similar benefits to the job classification of
6 employees performing the same or substantially similar work on
7 jobs and performed under similar working conditions. A day and
8 temporary labor service agency may pay the hourly average cash
9 equivalent of the actual cost of the benefits the third party
10 client provides the applicable directly hired employees in
11 lieu of benefits required under this subsection.

12 (c) Upon request, a third party client to which a day or
13 temporary laborer has been assigned to work and performed work
14 for more than 720 hours within a 12-month period or 4,160 hours
15 within a 48-month period ~~90 calendar days~~ shall be obligated
16 to timely provide the day and temporary labor service agency
17 with all necessary information related to job duties, working
18 conditions, pay, seniority, and benefits it provides to the
19 applicable classification of directly hired employees
20 necessary for the day and temporary labor service agency to
21 comply with this Section. Upon receipt of the accurate and
22 complete information described in this subsection from the
23 third party client, it shall be the responsibility and duty of
24 the day and temporary labor service agency to calculate and
25 determine the straight-time hourly rate of pay and the
26 benefits it shall offer to the day or temporary laborer,

1 including any cash equivalent. The failure by a third party
2 client to provide any of the information required under this
3 Section shall constitute a notice violation by the third party
4 client under Section 95. For purposes of this Section, the day
5 and temporary labor service agency shall be considered a
6 person aggrieved as described in Section 95. ~~For the purposes~~
7 ~~of this Section, the calculation of the 90 calendar days may~~
8 ~~not begin until April 1, 2024.~~

9 (d) For purposes of this Section, "seniority" means the
10 number of calendar months a day or temporary laborer has been
11 assigned to and worked at the third party client compared to
12 the number of calendar months a directly hired comparator
13 employee has been employed by the third party client.

14 (Source: P.A. 103-437, eff. 8-4-23; 103-564, eff. 11-17-23.)

15 (820 ILCS 175/43 new)

16 Sec. 43. Exception to equal pay requirements. The
17 requirements set forth in Section 42 shall not apply to any
18 company where the direct hire employees of the third party
19 client performing the same or substantially similar work as
20 the day or temporary laborers assigned to work at the third
21 party client are covered by a valid collective bargaining
22 agreement in effect on April 1, 2024 for the period covered by
23 that current collective bargaining agreement. Thereafter, the
24 hourly cash payment specified in subsection (b) of Section 42
25 shall not be required if the direct hire employees of the third

1 party client performing the same or substantially similar work
2 as the day or temporary laborers assigned to work at the third
3 party client are covered by a valid collective bargaining
4 agreement for any period covered by that collective bargaining
5 agreement.

6 (820 ILCS 175/45)

7 Sec. 45. Registration; Department of Labor.

8 (a) A day and temporary labor service agency which is
9 located, operates or transacts business within this State
10 shall register with the Department of Labor in accordance with
11 rules adopted by the Department for day and temporary labor
12 service agencies and shall be subject to this Act and any rules
13 adopted under this Act. Each day and temporary labor service
14 agency shall provide proof of an employer account number
15 issued by the Department of Employment Security for the
16 payment of unemployment insurance contributions as required
17 under the Unemployment Insurance Act, and proof of valid
18 workers' compensation insurance in effect at the time of
19 registration covering all of its employees. If, at any time, a
20 day and temporary labor service agency's workers' compensation
21 insurance coverage lapses, the agency shall have an
22 affirmative duty to report the lapse of such coverage to the
23 Department and the agency's registration shall be suspended
24 until the agency's workers' compensation insurance is
25 reinstated. The Department may assess each day and temporary

1 labor service agency a non-refundable registration fee not
2 exceeding \$3,000 per year per agency and a non-refundable fee
3 not to exceed \$750 for each branch office or other location
4 where the agency regularly contracts with day or temporary
5 laborers for services. The fee may be paid by check, money
6 order, or the State Treasurer's E-Pay program or any successor
7 program, and the Department may not refuse to accept a check on
8 the basis that it is not a certified check or a cashier's
9 check. The Department may charge an additional fee to be paid
10 by a day and temporary labor service agency if the agency, or
11 any person on the agency's behalf, issues or delivers a check
12 to the Department that is not honored by the financial
13 institution upon which it is drawn. The Department shall also
14 adopt rules for violation hearings and penalties for
15 violations of this Act or the Department's rules in
16 conjunction with the penalties set forth in this Act.

17 (a-1) At the time of registration with the Department of
18 Labor each year, the day and temporary labor service agency
19 shall submit to the Department of Labor a report containing
20 the information identified in paragraph (9) of subsection (a)
21 of Section 12, broken down by branch office, in the aggregate
22 for all day or temporary laborers assigned within Illinois and
23 subject to this Act during the preceding year. This
24 information shall be submitted on a form created by the
25 Department of Labor. The Department of Labor shall aggregate
26 the information submitted by all registering day and temporary

1 labor service agencies by removing identifying data and shall
2 have the information available to the public only on a
3 municipal and county basis. As used in this paragraph,
4 "identifying data" means any and all information that: (i)
5 provides specific information on individual worker identity;
6 (ii) identifies the service agency in any manner; and (iii)
7 identifies clients utilizing the day and temporary labor
8 service agency or any other information that can be traced
9 back to any specific registering day and temporary labor
10 service agency or its client. The information and reports
11 submitted to the Department of Labor under this subsection by
12 the registering day and temporary labor service agencies are
13 exempt from inspection and copying under Section 7.5 of the
14 Freedom of Information Act.

15 (b) It is a violation of this Act to operate a day and
16 temporary labor service agency without first registering with
17 the Department in accordance with subsection (a) of this
18 Section. The Department shall create and maintain at regular
19 intervals on its website, accessible to the public: (1) a list
20 of all registered day and temporary labor service agencies in
21 the State whose registration is in good standing; (2) a list of
22 day and temporary labor service agencies in the State whose
23 registration has been suspended, including the reason for the
24 suspension, the date the suspension was initiated, and the
25 date, if known, the suspension is to be lifted; and (3) a list
26 of day and temporary labor service agencies in the State whose

1 registration has been revoked, including the reason for the
2 revocation and the date the registration was revoked. The
3 Department has the authority to assess a penalty against any
4 day and temporary labor service agency that fails to register
5 with the Department of Labor in accordance with this Act or any
6 rules adopted under this Act of \$500 for each violation. Each
7 day during which a day and temporary labor service agency
8 operates without registering with the Department shall be a
9 separate and distinct violation of this Act.

10 (c) A day and temporary labor service agency applying for
11 registration with the Department ~~An applicant~~ is not eligible
12 to register to operate a day and temporary labor service
13 agency under this Act if the day and temporary labor service
14 agency applying for registration with the Department ~~applicant~~
15 or any of its officers, directors, partners, or managers or
16 any owner of 25% or greater beneficial interest:

17 (1) has been involved, as owner, officer, director,
18 partner, or manager, of any day and temporary labor
19 service agency whose registration has been revoked or has
20 been suspended without being reinstated within the 5 years
21 immediately preceding the filing of the application; or

22 (2) is under the age of 18.

23 (d) Every agency shall post and keep posted at each
24 location, in a position easily accessible to all day or
25 temporary laborers ~~s~~, notices as supplied and required by the
26 Department containing a copy or summary of the provisions of

1 the Act and a notice which informs the public of a toll-free
2 telephone number for day or temporary laborers and the public
3 to file wage dispute complaints and other alleged violations
4 by day and temporary labor service agencies. Every day and
5 temporary labor service agency employing day or temporary
6 laborers who communicate with the day and temporary labor
7 service agency by electronic communication shall also provide
8 all required notices by email to its day or temporary laborers
9 or on a website, regularly used by the employer to communicate
10 work-related information, that all day or temporary laborers
11 are able to regularly access, freely and without interference.
12 Such notices shall be in English and any other language
13 generally understood in the locale of the day and temporary
14 labor service agency.

15 (Source: P.A. 103-201, eff. 1-1-24; 103-437, eff. 8-4-23;
16 revised 12-15-23.)

17 (820 ILCS 175/55)

18 Sec. 55. Enforcement by the Department. It shall be the
19 duty of the Department to enforce the provisions of this Act
20 when, in the Department's judgment, there is cause and
21 sufficient resources for investigation. The Department shall
22 have the power to conduct investigations in connection with
23 the administration and enforcement of this Act and any
24 investigator with the Department shall be authorized to visit
25 and inspect, at all reasonable times, any places covered by

1 this Act and shall be authorized to inspect, at all reasonable
2 times, contracts for the employment of all day or temporary
3 laborers entered into by a third party client if the
4 Department has received a complaint indicating that the third
5 party client may have contracted with a day and temporary
6 labor service agency that is not registered under this Act.
7 The Department shall conduct hearings in accordance with the
8 Illinois Administrative Procedure Act upon written complaint
9 by an investigator of the Department or any interested person
10 of a violation of the Act. After the hearing, if supported by
11 the evidence, the Department may (i) issue and cause to be
12 served on any party an order to cease and desist from further
13 violation of the Act, (ii) take affirmative or other action as
14 deemed reasonable to eliminate the effect of the violation,
15 (iii) deny, suspend, or revoke any registration under this
16 Act, and (iv) determine the amount of any civil penalty
17 allowed by the Act. The Director of Labor or his or her
18 representative may compel, by subpoena, the attendance and
19 testimony of witnesses and the production of books, payrolls,
20 records, papers, and other evidence in any investigation or
21 hearing and may administer oaths to witnesses. Nothing in this
22 Act applies to labor or employment of a clerical or
23 professional nature.

24 (Source: P.A. 103-437, eff. 8-4-23.)

1 Sec. 85. Third party clients.

2 (a) It is a violation of this Act for a third party client
3 to enter into a contract for the employment of day or temporary
4 laborers with any day and temporary labor service agency not
5 registered under Section 45 of this Act. A third party client
6 has a duty to verify a day and temporary labor service agency's
7 status with the Department before entering into a contract
8 with such an agency, and on March 1 and September 1 of each
9 year. A day and temporary labor service agency shall be
10 required to provide each of its third party clients with proof
11 of valid registration issued by the Department at the time of
12 entering into a contract. A day and temporary labor service
13 agency shall be required to notify, both by telephone and in
14 writing, each day or temporary laborer it employs and each
15 third party client with whom it has a contract within 24 hours
16 of any denial, suspension, or revocation of its registration
17 by the Department. All contracts between any day and temporary
18 labor service agency and any third party client shall be
19 considered null and void from the date any such denial,
20 suspension, or revocation of registration becomes effective
21 and until such time as the day and temporary labor service
22 agency becomes registered and considered in good standing by
23 the Department as provided in Section 50 and Section 55. Upon
24 request, the Department shall provide to a third party client
25 a list of entities registered as day and temporary labor
26 service agencies. The Department shall provide on the Internet

1 a list of entities registered as day and temporary labor
2 service agencies. A third party client may rely on information
3 provided by the Department or maintained on the Department's
4 website pursuant to Section 45 of this Act and shall be held
5 harmless if such information maintained or provided by the
6 Department was inaccurate. Any third party client that
7 violates this provision of the Act is subject to a civil
8 penalty of not less than \$100 and not to exceed \$1,500. Each
9 day during which a third party client contracts with a day and
10 temporary labor service agency not registered under Section 45
11 of this Act shall constitute a separate and distinct offense.

12 (b) If a third party client leases or contracts with a day
13 and temporary service agency for the services of a day or
14 temporary laborer, the third party client shall share all
15 legal responsibility and liability for the payment of wages
16 under the Illinois Wage Payment and Collection Act and the
17 Minimum Wage Law.

18 (c) Before the assignment of an employee to a worksite
19 employer, a day and temporary labor service agency must:

20 (1) inquire about the client company's safety and
21 health practices and hazards at the actual workplace where
22 the day or temporary laborer will be working to assess the
23 safety conditions, workers tasks, and the client company's
24 safety program; these activities are required at the start
25 of any contract to place day or temporary laborers and may
26 include visiting the client company's actual worksite. If,

1 during the inquiry or anytime during the period of the
2 contract, the day and temporary labor service agency
3 becomes aware of existing job hazards that are not
4 mitigated by the client company, the day and temporary
5 labor service agency must make the client company aware,
6 urge the client company to correct it, and document these
7 efforts, otherwise the day and temporary labor service
8 agency must remove the day or temporary laborers from the
9 client company's worksite;

10 (2) provide training to the day or temporary laborer
11 for general awareness safety training for recognized
12 industry hazards the day or temporary laborer may
13 encounter at the client company's worksite. Industry
14 hazard training must be completed, in the preferred
15 language of the day or temporary laborer, and must be
16 provided at no expense to the day or temporary laborer.
17 The training date and training content must be maintained
18 by the day and temporary staffing agency and provided to
19 the day or temporary laborer;

20 (3) transmit a general description of the training
21 program including topics covered to the client company,
22 whether electronically or on paper, at the start of the
23 contract with the client company;

24 (4) provide the Department's hotline number for the
25 employee to call to report safety hazards and concerns as
26 part of the employment materials provided to the day or

1 temporary laborer; and

2 (5) inform the day or temporary laborer who the day or
3 temporary laborer should report safety concerns to at the
4 workplace.

5 Nothing in this Section shall diminish any existing client
6 company or a day and temporary labor service agency's
7 responsibility as an employer to provide a place of employment
8 free from recognized hazards or to otherwise comply with other
9 health and safety or employment laws. The client company and
10 the day and temporary labor service agency are responsible for
11 compliance with this Section and the rules adopted under this
12 Section.

13 (d) Before the day or temporary laborer engages in work
14 for a client company, the client company must:

15 (1) document and inform the day and temporary labor
16 service agency about anticipated job hazards likely
17 encountered by the day or temporary laborer;

18 (2) review the safety and health awareness training
19 provided by the day and temporary labor service agency to
20 determine if it addresses recognized hazards for the
21 client company's industry;

22 (3) provide specific training tailored to the
23 particular hazards at the client company's worksite
24 consistent with training requirements provided for in
25 standards, guidances, or best practices issued by the
26 federal Occupational Safety and Health Administration; and

1 (4) document and maintain records of site-specific
2 training and provide confirmation that the training
3 occurred to the day and temporary labor service agency
4 within 3 business days of providing the training.

5 (e) If the client company changes the job tasks or work
6 location and new hazards may be encountered, the client
7 company must:

8 (1) inform both the day and temporary labor service
9 agency and the day or temporary laborer; and

10 (2) inform both the day and temporary labor service
11 agency staffing agency and the day or temporary laborer of
12 job hazards not previously covered before the day or
13 temporary laborer undertakes the new tasks and update
14 personal protective equipment and training for the new job
15 tasks consistent with training requirements provided for
16 in standards, guidances, or best practices issued by the
17 federal Occupational Safety and Health Administration, if
18 necessary.

19 (f) A day and temporary labor service agency or day or
20 temporary laborer may refuse a new job task at the worksite
21 when the task has not been reviewed or if the day or temporary
22 laborer has not had appropriate training to do the new task.

23 (g) A client company that supervises a day or temporary
24 laborer must provide worksite specific training to the day or
25 temporary laborer and must allow a day and temporary labor
26 service agency to visit any worksite where the day or

1 temporary laborer works or will be working to observe and
2 confirm the client company's training and information related
3 to the worksite's job tasks, safety and health practices, and
4 hazards.

5 (Source: P.A. 103-437, eff. 8-4-23.)

6 Section 99. Effective date. This Act takes effect upon
7 becoming law.".