

ILLINOIS DEPARTMENT OF LABOR

Bruce Rauner
Governor

Hugo Chaviano
Director



EQUAL PAY ACT
820 ILCS 112/1-90

2016 Annual Report
Administration and Enforcement Activities

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I. INTRODUCTION

The Illinois Equal Pay 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 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 Department annual activities for 2016.

III. ENFORCEMENT

In 2016, IDOL received 33 new equal pay complaints. Of these, the vast majority came from the Northern region of the state (64%). Although the Equal Pay Act provides wage protections to employees across the state, more than half (51%) of complaints were filed from individuals working in Cook County and DuPage counties.

ConMed investigated 53 complaints, which includes a rollover of complaints from the previous fiscal year. The total amount of back wages paid to individuals in 2016 totaled more than \$23,000.00.

COMPLAINTS:

New Complaints Received: 33

Complaints Investigated: 53

WAGES RECOVERED FOR WORKERS:

Wages Collected by IDOL: \$0.00

Wages Paid from Private Settlements: \$23,143.99

Total Wages Paid to Complainants: \$23,143.99

Additionally, IDOL dismissed 29 cases in 2016 for the following reasons:

- (1) No equal pay violation was found after an IDOL investigation: 6
- (2) Complaint did not concern wage discrimination based upon gender: 21
- (3) Incomplete complaint: 1
- (4) Complainant withdrew claim: 1

IV. OUTREACH AND PUBLIC AWARENESS
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Resources for outreach and public awareness initiatives were limited during 2016, i.e., limited staff, restrictions on travel and printing.

IDOL participated in a discrimination study conducted by the Illinois Department of Human Rights directed by Governor Bruce Rauner. The purpose of the study was to develop recommendations for best practices to prevent discrimination and promote diversity and inclusion in the areas of employment both public and private including recruitment, retention and promotion of state employees and in state contracting. The prime aim of the study is to identify barriers to success compiling metrics to measure progress, recommendations and best practices to prevent discrimination and promote diversity and inclusion in Illinois.

Paul Kersey, Division Manager
December 31, 2016