

ILLINOIS DEPARTMENT OF LABOR

STATE OF ILLINOIS

ILLINOIS EQUAL PAY ACT OF 2003

820 ILCS 112/50

2020 Annual Report

Administration and Enforcement Activities

Michael D. Kleinik
Director

JB Pritzker
Governor



I. INTRODUCTION

The Illinois Equal Pay Act of 2003 (820 ILCS 112/1-90) (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 Act was expanded in 2019 to include protections for African-American employees. It specifically prohibits paying African-American employees a wage less than an employee that is not an African-American.

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. Robert Parrilli is the division manager. Section 50 of the Act requires IDOL to produce an annual report of its activities regarding administration and enforcement for the preceding fiscal year. The report is filed with the Governor and General Assembly no later than January 1st of each year. This report highlights IDOL activities for 2020.

III. ENFORCEMENT

The Act provides wage protections to employees across the state. In 2020, IDOL received 22 new equal pay complaints. Individuals working in Cook County filed the majority of the 2020 complaints. A total of 16 new complaints came from the Cook County region.

The ConMed Division investigated 42 complaints, which includes a rollover of complaints from the previous fiscal year. The total amount of back wages paid due to administrative enforcement was \$10,428.76. The Division also collected \$1,334.78 in penalties resulting from administrative enforcement.

COMPLAINTS:

New Complaints Received: 22
Complaints Still Under Investigation: 42

WAGES RECOVERED FOR WORKERS:

Wages Collected by IDOL: \$10,428.76
Wages Paid from Private Settlements: \$ 0
Total Wages Paid to Complainants: \$ 10,428.76

PENALTIES RECOVERED:

Penalties Collected by IDOL: \$1,334.78

Additionally, IDOL dismissed 17 cases in 2020 for the following reasons:

- (1) No Equal Pay Act violation found after IDOL investigation: 8
- (2) Complaint did not concern wage discrimination based on gender or African American wage discrimination or salary ban complaint issues: 8
- (3) Incomplete complaint: 0
- (4) Complainant withdrew claim: 0
- (5) Complainant could not be located: 1
- (6) Complaint was filed in Federal Court: 0

IV. OUTREACH AND PUBLIC AWARENESS

Due to the COVID-19 pandemic, the ability to perform outreach and increase public awareness were limited during 2020.