Employment Resources & Worker Rights (Illinois)

Know Your Rights at Work

Minimum Wage & Overtime

Illinois law requires most employers to pay workers age 18 and older at least **$15.00 per hour**. Employees who work more than 40 hours in a workweek are generally entitled to **overtime pay at 1.5 times their regular rate**.

For Questions or Complaints

- Minimum Wage & Overtime Information: **(312) 793-2804**
- Minimum Wage Toll-Free Hotline: **(800) 478-3998**
- Email: **DOL.MWOT@Illinois.gov**

Paid Leave Rights

Under the **Paid Leave for All Workers Act**, employees can earn up to **40 hours of paid leave per year**. Workers accrue at least **1 hour of paid leave for every 40 hours worked** and may use it for any reason.

Questions About Paid Leave

- Phone: **(312) 793-2600**
- Email: **DOL.LeaveRights@illinois.gov**
- Email: **DOL.PaidLeave@illinois.gov**

Protection from Discrimination

The **Illinois Human Rights Act** protects individuals from discrimination based on factors such as race, color, religion, national origin, sex, disability, age, and other protected characteristics in employment.

Illinois Department of Human Rights Chicago Office

- 555 W. Monroe St., Suite 700, Chicago, IL 60661
- Phone: **(312) 814-6200**
- TTY: **(866) 740-3953**

Springfield Office

- 524 S. 2nd St., Suite 300, Springfield, IL 62701
- Phone: **(217) 785-5100**
- TTY: **(866) 740-3953**

Office Hours: Monday-Friday, 8:30 AM-5:00 PM

Employment Legal Assistance

An employment attorney may be able to assist with:

- Workplace discrimination
- Wrongful termination
- Wage and overtime disputes
- Retaliation or whistleblower claims
- Sexual harassment
- Severance package disputes
- Unemployment benefit appeals
- Non-compete agreements

Attorney Referral Resource

- Employment Law Help