



ILLINOIS ATTORNEY  
GENERAL'S OFFICE

# LABOR DAY REPORT 2025





2025 Labor Day Report  
Office of the Illinois Attorney General





*Attorney General Raoul speaking to a group of students organized by DePaul University College of Law.*

## TABLE OF CONTENTS

Introduction to the Bureau.....	4
Wages and Misclassification .....	4
Anticompetitive Labor Practices .....	8
Temporary and Gig Workers .....	10
Employment Discrimination .....	12
Child Labor.....	13
Immigration .....	14
Workplace Safety.....	15
Multi-state Efforts to Protect Workers' Rights.....	16
Legislation.....	19
New Laws in Effect .....	21
Outreach .....	22
Resources .....	24





# A MESSAGE

## FROM ATTORNEY GENERAL RAOUL



Each year on Labor Day, we gather to observe the important contributions that workers in Illinois and across the country make in building and shaping our society. As a strong supporter of workers' rights, I am pleased to present my office's fourth annual Labor Day Report and share with you my office's efforts and achievements in enforcing and upholding labor laws that protect and uplift workers in Illinois.

In the past year, members of my office have made impactful contributions to protecting workers in our state and across the country. The dedicated attorneys and staff of our Workplace Rights Bureau work every day to uphold and defend Illinois laws, resolve serious and persistent violations of Illinois employment laws, and ensure that law-abiding businesses are not undercut by businesses that violate the law to gain unfair, competitive advantages. Attorneys and staff from throughout my office have also contributed to ensuring working people across Illinois can work in safe environments, be free of discrimination and wage theft, and enjoy job mobility. In this report, I am also proud to highlight a number of multi-state collaborations my office has either led or joined hold the federal administration accountable where its policies, laws, or actions have diminished worker protection laws or harmed workers' employment security. I am pleased with the work of my staff to make our office—and Illinois—a national leader in protecting workers' rights.

My office's achievements in defending and protecting workers owes much to the hard work of worker advocates, labor unions, organizations, businesses and workers who speak out about violations of Illinois labor laws. These partners are vital to our efforts and help ensure that violations are swiftly reported so we may address them. I encourage anyone with questions or concerns about their workplace to reach out to the Workplace Rights Bureau. Our bilingual attorneys and staff are happy to provide support, resources, and educational outreach to make sure workers know their rights and know who to contact if they need help upholding Illinois labor laws. Together, we can continue to make Illinois a great state for all workers.

Happy Labor Day!

A handwritten signature in black ink, appearing to read 'K Raoul'.

Kwame Raoul  
Attorney General

# INTRODUCTION TO THE BUREAU

The Workplace Rights Bureau protects and advances the employment rights of all Illinois workers. This year, the bureau celebrates its 10th anniversary and five years since it was codified into law. In 2020, Governor Pritzker signed Public Act 101-0527 into law, amending the Illinois Attorney General Act to officially create the Worker Protection Unit within the Office of the Illinois Attorney General. This law also gave the bureau enhanced authority to enforce labor laws in Illinois.

The Workplace Rights Bureau often works together with other bureaus in the Attorney General's Office. For example, the Workplace Rights Bureau collaborates with the Civil Rights Bureau to address unlawful employment discrimination, with the Antitrust Bureau to ensure businesses do not engage in anticompetitive behaviors that harm workers' rights, and with the Environmental Enforcement Division and Environmental Crimes Bureau to enforce state environmental laws that protect workers.

The bureau also works with our Civil Appeals Division, which represents the state in federal and state appellate courts on cases impacting workers' rights and coordinates multi-state actions with attorneys general offices across the country that protect workers' rights. Additionally, the office's Government Representation Division represents state agencies in civil litigation, including the Illinois Department of Labor to enforce wage determinations in courts across Illinois. The bureau also coordinates with federal, state, and local agencies that enforce worker protection laws and community and labor organizations that protect Illinois workers.



Attorney General Raoul speaks to listeners of WGN's The Workers' Mic, with John Jarger of Mid-America Carpenter's Regional Council, about the Workplace Rights Bureau's efforts to combat common issues in the construction industry, such as worker misclassification, wage theft, and tax fraud.

## WAGES AND MISCLASSIFICATION

*The Workplace Rights Bureau investigates and litigates against employers who commit systematic and widespread wage law violations in Illinois, including violations of the Minimum Wage Law, the Employee Classification Act, the Prevailing Wage Act, the Illinois Wage Payment and Collection Act, and the Illinois Day and Temporary Labor Services Act.*

*Through this work, Attorney General Raoul's Workplace Rights Bureau helps to recover unpaid wages for Illinois workers. Simultaneously, these*

*efforts ensure that law-abiding employers are not at a competitive disadvantage against businesses who violate Illinois' wage laws to provide lower-cost services. As a result, the Workplace Rights Bureau plays an important role in ensuring that employers pay their share of payroll taxes, which are necessary for providing vital government services.*

## NOTABLE WORK

**Recovering Unpaid Overtime Wages:** In September 2024, Attorney General Raoul announced a settlement with a large residential construction company, TBJ Drywall & Taping, Inc., resolving allegations that TBJ misclassified its employees and failed to pay them for overtime hours at overtime pay rates. Raoul's investigation showed that, since 2018, TBJ had treated most of its drywall installers and tapers as independent contractors, paid its workers a flat rate for each day of work regardless of the number of hours actually worked, and paid employees in cash at their regular rate of pay for overtime hours rather than at the required overtime premium rate. TBJ's misclassification scheme allowed it to circumvent tax obligations and unemployment contributions. The settlement required TBJ to pay \$718,000 in unpaid overtime to over 480 of its employees, overhaul its practices, and submit to four years of monitoring by the Attorney General. This case was referred to the Workplace Rights Bureau by the Painters Council District 30.

### **Uncovering Misclassification Scheme in the**

**Construction Industry:** In November 2024, Attorney General Raoul reached a \$550,000 settlement with two construction companies, Polo Masonry Builders, Inc. and its successor, United Builders Group Co., and their owners, resolving claims that they engaged in a scheme to misclassify their employees as independent contractors to evade their overtime obligations, unemployment insurance contributions, and workers' compensation. Raoul's investigation showed the companies required their employees to set up their own business entities and issued wages as payments to the business entities rather than the individual employees, which did not account for payment of overtime hours at overtime premium rates. The settlement recovered unpaid overtime for nearly 100 misclassified employees and requires the employers to submit to monitoring by the Attorney General. This case was referred to the Workplace Rights Bureau by the Bricklayers and Allied Craftworkers District Council 1.

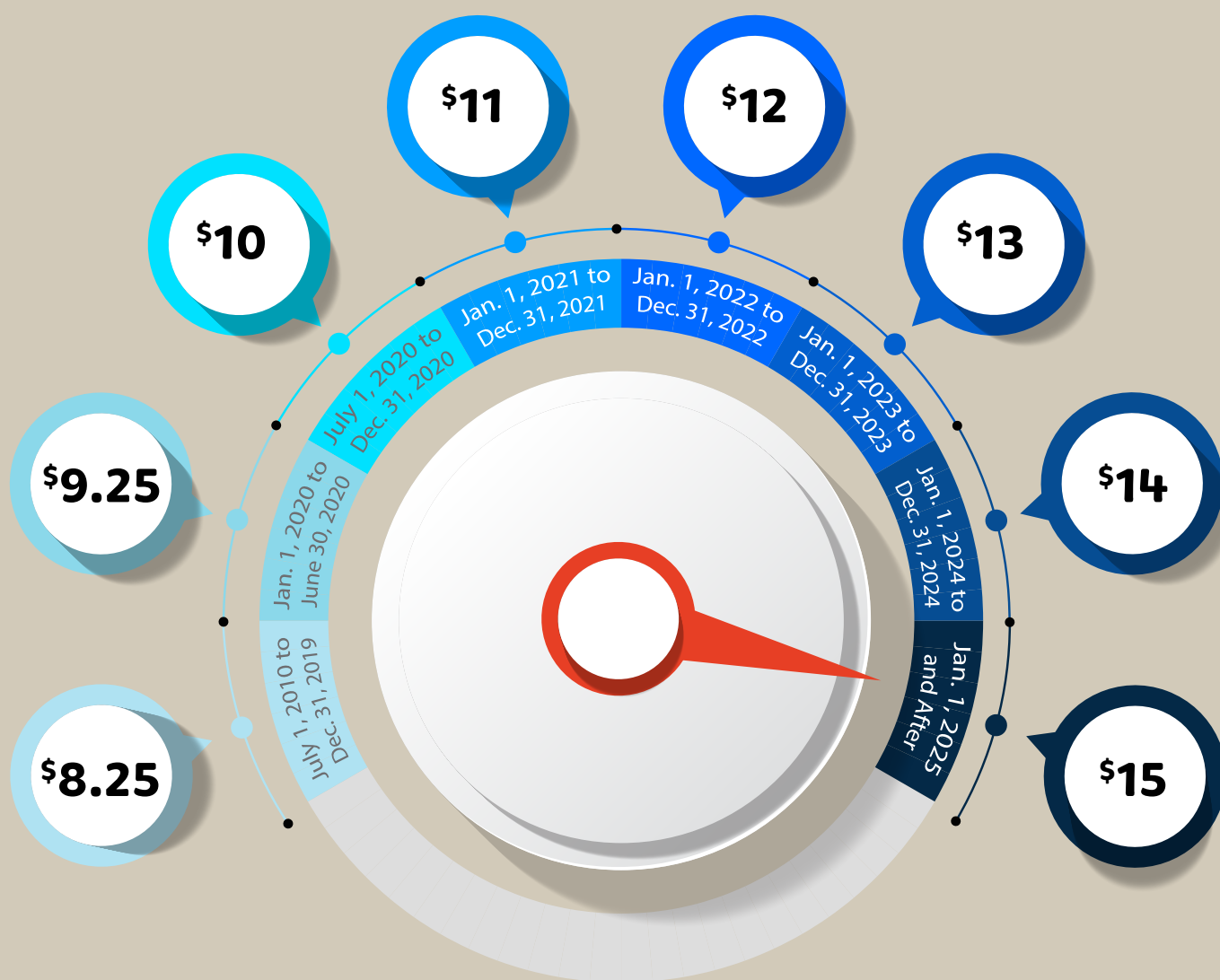
***“Regardless of the industry in which they are employed, all Illinois workers have the right to receive pay they are owed. My office investigates complaints of unlawful and unfair labor practices and will not stop working to protect the rights of all Illinois workers.”***

*Attorney General Kwame Raoul*

**Recovering Overtime and Correcting Recordkeeping Practices:** In November 2024, the Attorney General obtained a \$250,000 settlement with Direct Food Service, Inc., a finished-meal producer for airlines, trains, schools, and healthcare facilities, that resolved claims of unpaid overtime. DFS employees prepared and packed meals, like lasagna and macaroni, for shipment to DFS's clients. Raoul's investigation revealed that

DFS failed to pay its employees overtime wages, omitted total hours worked on employee paystubs, and failed to keep accurate records of who its employees were and how many hours they worked. The settlement recovered unpaid overtime for over 52 current and former employees and requires DFS to comply with Illinois laws regarding pay, recordkeeping, itemized wage statements, and submit to monitoring.

## Illinois Minimum Wage Law to Increase Annually Until 2025





**Restoring Dignity in Pay for House Cleaners:** In January 2025, Attorney General Raoul announced a \$350,000 settlement with Quality Leaders Inc. d/b/a Wilmette Maids, a residential cleaning company. Wilmette Maids' employees worked as home cleaners, and they spent considerable time traveling to multiple homes each day. However, Raoul's investigation showed that Wilmette Maids did not pay employees for time spent driving to customer homes, failed to pay overtime for overtime hours worked, and hid the violations by omitting the number of hours worked on paystubs. Raoul's settlement resolved these claims, recovered unpaid overtime for 62 current and former employees, and requires Wilmette Maids to overhaul its timekeeping and pay practices. This matter was originally referred to the Workplace Rights Bureau by Arise Chicago.

**Advocating for Fair Overtime Practices:** In December 2023, the Attorney General and the Illinois Department of Labor filed an amicus brief before the Illinois Supreme Court in *Mercado v. S&C Electric Company* supporting factory workers who sued their employer for failure to pay overtime wages. In this case, hourly factory workers argued their employer should include bonus payments when calculating their baseline pay rate, which impacts the calculation of their overtime hourly wage. The Attorney General and the Department argued in their brief that employers generally must include all employee compensation – not just hourly compensation – when calculating the baseline pay rate and that an employer cannot pay workers in non-hourly wages and then claim the payment is a gift. The brief also argued that an employee's overtime lawsuit should not be mooted by an employer that pays backpay for unpaid overtime but not the statutory damages required by law, which would undermine employee's remedies.

In January 2025, the Illinois Supreme Court agreed with the employees, citing the amicus brief by Attorney General Raoul and the Department of Labor. The Court found that employers must include performance-based bonuses when calculating overtime, and that the case was not mooted by paying only backpay without damages. This ruling ensures that workers will receive the full amount of overtime wages and penalties that the Illinois Minimum Wage Law entitles them to.

**Collecting from Alleged Labor Law Violators:** On behalf of the Illinois Department of Labor, between July 1, 2024 and June 30, 2025, the General Law Bureau recovered \$752,555.41 in unpaid wages and penalties based on its referrals from the Department.



In February 2019, Gov. JB Pritzker signed SB 1, which amended the Minimum Wage Law to increase the minimum wage from \$8.25 to \$15 by January 1, 2025. The Workplace Rights Bureau, along with the Illinois Department of Labor, investigates violations of the Minimum Wage Law and when appropriate, brings actions against employers who violate the law by paying their employees less than the state's minimum wage.



# ANTICOMPETITIVE LABOR PRACTICES

*Attorney General  
Raoul protects workers'  
rights to seek new  
employment opportunities  
by challenging non-  
compete and "no-poach"  
agreements. Non-compete*

*agreements prevent workers from leaving their jobs and working for a competitor of their former employer. "No-poach" agreements are arrangements between two or more competitors who agree not to hire each other's workers, thereby chilling workers' opportunities for better pay and conditions by limiting who will hire them.*

## NOTABLE WORK

**Protecting the Temporary Labor Market from Anticompetitive Schemes:** In July 2025, Attorney General Raoul's Antitrust and Workplace Rights bureaus fully resolved a lawsuit filed against three temporary staffing agencies, Elite Staffing, Inc., Metro Staff, Inc., and Midway Staffing, Inc. and their common client, Colony Display, LLC. The lawsuit, filed in 2020, alleged the staffing agencies entered into an unlawful no-poach conspiracy not to recruit, solicit, or hire temporary employees from one another at their common client's worksite and agreed not to compete on the hourly wages paid to temporary employees assigned to Colony. This no-poach agreement prevented temporary employees from switching to another agency if they wanted better work conditions or pay. In 2022, the Illinois Supreme Court issued a unanimous ruling in this case in favor of the Attorney General's Office, setting a precedential ruling that the labor market was not exempt from the Illinois Antitrust Act and agreements between the defendants, as alleged, were so anticompetitive they violated antitrust law.

The July 2025 settlement resolved the Attorney General's claims against Midway Staffing, following previous settlements with all other defendants. The settlement requires Midway Staffing to pay \$1 million to compensate temporary workers who were impacted by the no-poach agreement and to take steps to ensure that affected workers are free to work for the employer of their choice. The settlement also requires Midway to implement compliance measures and not engage in conduct that violates antitrust laws. With the litigation fully resolved, the office recovered a total of \$5.5 million from all four defendants.

**Challenging No-Poach Agreements:** In July 2025, Attorney General Raoul announced a second settlement with Midway Staffing, Inc. related to a second lawsuit filed against a group of six temporary staffing agencies and their common client, Vee Pak, LLC. The lawsuit, filed in 2022, alleged that the temporary staffing



*Attorney General Raoul moderates an industry panel entitled “Wages on Demand: Innovation, Impact, and the Road Ahead,” regarding pay structures that allow employees to access earned wages before a traditional payday.*

agencies entered into an unlawful no-poach conspiracy, facilitated by their shared client, not to recruit, solicit, or hire temporary employees from one another at the shared worksite.

Under this settlement, Midway will pay \$200,000 that will be used to compensate temporary workers impacted by the company’s role in the no-poach agreement. Midway must also implement compliance measures similar to those required in the first settlement.

The settlement follows previous settlements in this litigation with American Quest Staffing Solutions, Inc. and Creative Staffing, Inc. In April 2025, the circuit court denied a motion to dismiss the lawsuit by the remaining defendants. This litigation continues.

**Undoing Non-Competes for Low-Wage Workers:** In August 2024, Attorney General Raoul, with six other attorneys general, announced a settlement with the

oil change and auto services company, Valvoline, relating to its use of non-compete agreements for low-wage and hourly workers. The Illinois Freedom to Work Act was amended in 2022 to prohibit employers from having non-competes with any employee earning \$75,000 or less per year. The multi-state investigation showed that Valvoline required low-wage and hourly employees to sign non-compete agreements prohibiting them from working in the oil change business at any competitor within 100 miles of a Valvoline location for one year after leaving Valvoline, in violation of the Freedom to Work Act.

Under the settlement, Valvoline has stopped requiring these workers to sign non-competition agreements and must notify all current and former employees impacted by the agreements that they are no longer in effect. The settlement is estimated to benefit 440 current and 500 former employees throughout the states included in the coalition.

# TEMPORARY AND GIG WORKERS

*In recent years, “fissured workplaces” have become more common. In fissured workplaces, companies hire subcontractors, contract with temporary agencies, or use other avenues to avoid being the main employer of their workers. Because there are extra layers between the main employer and the workers, low-level employees tend to get paid less and have fewer benefits.*

*The rise of the gig economy has also accelerated the erosion of traditional employer-employee relationships. Gig workers often do not have access to full-time employment and*

*benefits, and the flexibility that is often touted as the hallmark of the gig economy has come at the price of stability for workers. Gig workers may be classified as independent contractors and work long hours at their expense without overtime pay, guaranteed minimum wages, or any safety net. Gig economy employers can increase their profits by transferring all the costs of doing business to their workers. Attorney General Raoul is committed to holding all employers of temporary and gig workers accountable to the law.*



Attorney General Raoul and members of the Workplace Rights Bureau announce an \$11.25 million settlement in November 2024 resolving an investigation into DoorDash for failing to distribute tips to delivery drivers. All settlement funds went to affected drivers.

## NOTABLE WORK

**Recovering Tips for Gig Drivers:** In November 2024, Attorney General Raoul announced an \$11.25 million settlement with DoorDash, Inc. over claims they failed to properly pay tips to delivery drivers. The settlement resolved allegations that DoorDash violated Illinois consumer protection laws by misrepresenting to customers that 100% of customer tips went to DoorDash drivers. On the contrary, Raoul’s investigation showed that from 2017 to 2019, DoorDash used customers’ tips to offset DoorDash’s payment obligations to drivers instead of distributing tips as extra compensation to drivers, meaning drivers rarely received the tips they earned. The settlement included over 79,000 drivers in Illinois and all settlement funds were distributed to affected drivers. Under the settlement, DoorDash is prohibited from using the same pay model and must make clear disclosures about its pay model to customers and workers.



### **Targeting Misclassification by App-Based Temp Agencies:**

In January 2025, Attorney General Raoul announced a \$320,000 settlement with Veryable Inc., an online provider of on-demand day laborers, to resolve allegations the company misclassified temporary workers who sought temporary job assignments via the company's online and mobile app platform. Raoul's investigation showed that Veryable classified temporary workers as independent contractors, placed them in temporary positions with their clients, and paid them at a regular hourly rate of pay without premiums for overtime hours worked. Veryable operated as a temporary staffing agency but was not registered as a day and temporary labor service provider and failed to pay workers a four-hour minimum for cancelled job assignments as required by the Illinois Day and Temporary Labor Services Act.

Attorney General Raoul's settlement allowed more than 870 eligible employees to recover overtime wages they should have been paid. Additionally, the settlement ensures that future temporary workers for Veryable are classified as employees and enjoy the protections of the Illinois Day and Temporary Labor Services Act, including unemployment insurance, workers' compensation insurance, minimum wages, overtime, and four-hour minimum pay for cancelled shifts.

**Defending Temp Worker Protection Law:** The Attorney General successfully defeated multiple challenges to the Day and Temporary Laborer Services Act, which had been amended to require temporary staffing agencies to pay equal pay for equal work to temporary workers. In late 2023, a group of staffing agencies filed a lawsuit in federal court to challenge provisions in the law requiring staffing agencies pay long-term temporary workers at least as much total compensation—including both hourly wages and the hourly cost of fringe benefits—as comparable permanent employees of the client company. The Attorney General successfully opposed most aspects of the challenge but appealed part of the decision blocking the requirement to include the hourly cost of fringe benefits in total compensation. The staffing agencies filed a new challenge after the law was further amended, but the court denied the action and put the lawsuit on hold in May 2025.

# EMPLOYMENT DISCRIMINATION

*Every worker in Illinois has the right to work free of discrimination. The Workplace Rights Bureau works with the Attorney General's Civil Rights Bureau and the Illinois departments of Labor and Human Rights to investigate patterns and practices of unlawful employment discrimination because of an employee's sex, race, ethnicity, gender identity, or any other class protected by the Illinois Human Rights Act.*

*Employees who experience discrimination are less likely to be hired and promoted than their counterparts and tend to be paid less and face more severe sanctions for errors at work. Over their lifetimes, workers who have been discriminated against earn far less money and have far more stressful careers than other workers. The Workplace Rights Bureau has pledged to take an active role in stopping and preventing unlawful patterns and practices of workplace discrimination and upholding equal opportunity for all people in their workplaces.*

## NOTABLE WORK

**Strengthening the Illinois Human Rights Act:** In January 2025, several amendments to the Illinois Human Rights Act took effect, including some that were led by the Attorney General. The legislation dramatically increased the Attorney General Office's ability to remedy discrimination by granting the office authority to seek restitution for victims of discrimination. Furthermore, the legislation increased the maximum penalty amounts violators may be fined. For example, a business that routinely discriminates against multiple employees could be liable for a penalty for each worker who experiences discrimination. The amendments also



Attorney General Raoul spoke to the Illinois Legislative Latino Caucus in January 2025 about how his workers' rights efforts have impacted the Latino communities in Illinois.



clarified that victims have the right to take action to collect judgments, even if they do not intervene in the state's enforcement action. Additionally, the Act now prohibits employment harassment on the basis of family responsibilities and increased the time period for an individual to file a charge with the Illinois Department of Human Rights from 300 days to two years.

**Providing Guidance on Diversity, Equity, and Inclusion to Businesses:** In February 2025, Attorney General Raoul and the Massachusetts Attorney General led a coalition of 16 attorneys general in issuing guidance to help businesses, nonprofits, and other organizations understand the viability and importance of diversity, equity, inclusion and accessibility policies and practices in creating and maintaining legally compliant and thriving workplaces. The guidance responds to concerns from employers following a Trump Administration executive order that purportedly targets "illegal DEI and DEIA policies." Importantly, the coalition's guidance informs companies that efforts to seek and support diverse, equitable, inclusive and accessible workplaces are not illegal, and the federal government cannot prohibit these efforts in the private sector through an executive order.

## CHILD LABOR

*Attorney General Raoul works with the Illinois Department of Labor and coordinates with federal agencies to ensure minors, who are among the most vulnerable workers, are protected from labor exploitation by unscrupulous employers. In January 2025, the new Illinois Child Labor Law of 2024 became effective, replacing the old law with a modern framework. The new law sets standards for working conditions for children aged 15 and younger, such as how many hours they may work, and which positions are too hazardous for them to hold. The Attorney General is committed to protecting minors in the workplace and holding employers who violate the law accountable.*

## NOTABLE WORK

**Uncovering Child Labor Violations in Meatpacking Plants:** In January 2025, the Attorney General and Illinois Department of Labor settled a child labor investigation into Hearthside Food Solutions, LLC for \$4.5 million. The settlement was reached just before the company filed for bankruptcy and resolved findings that Hearthside, one of the largest food manufacturers in the nation, had minors working as temporary employees in hazardous positions at its facilities in Illinois. The settlement with Hearthside requires the company to implement stringent measures to prevent future child labor violations, and minors who worked at Hearthside may be eligible for shares of the settlement. This matter was originally referred to the Attorney General and Department by the Chicago Workers Collaborative.

# IMMIGRATION

*Non-citizen, immigrant workers often face significant challenges in their workplaces. Unscrupulous employers weaponize their workers' immigration status, threatening to have their workers deported if they step out of line. The Attorney General's office works to ensure that immigrant workers enjoy the same protections as all other employees, and any non-citizen worker can report violations to the Attorney General without fear of retribution.*

## NOTABLE WORK

**Expanding Whistleblower Protections For Immigrant Workers:** In January 2025, amendments to the Illinois Whistleblower Act went into effect. Among other things, the amendments expanded the definition of retaliation to specifically include immigration-related conduct by an employer, including contacting or threatening to contact immigration officials to report the suspected or actual immigration status of an employee or a family or household member. Under the amended act, an employer who retaliates against a whistleblower by taking such immigration-related action could be liable for damages and penalties in an action by the employee or the Attorney General.

**Supporting Non-Citizen Work Authorization:** In March 2025, Attorney General Raoul joined a coalition of 19 attorneys general in filing an amicus brief supporting a plaintiff's challenge to the Trump Administration's early terminations of Temporary Protected Status (TPS) for Haitians and Venezuelans. TPS is a humanitarian program that allows nationals of designated countries to legally stay in the U.S. for a specified period due to armed conflict, disasters, or other extraordinary conditions in their home countries, and provides individuals with work authorization. In their brief, Raoul and the coalition noted that the community of TPS holders is largely employed, and that stripping TPS holders of their protected status and work authorization would result in economic marketplace losses, unemployment, and diversion of workers into working "off the books" jobs at lower wages that do not contribute to tax revenues.

**Defending Immigrant Rights to Privacy in the Workplace:** In May 2025, the U.S. Department of Justice ("DOJ") sued the State of Illinois, arguing federal immigration laws preempt recent amendments to the Right to Privacy in the Workplace Act regarding, in part, employers' use of E-Verify. Attorney General Raoul and the Illinois Department of Labor have moved to dismiss the DOJ's lawsuit, and this litigation is ongoing.



Attorney General Raoul speaking at the DuSable Heritage Association's 25th Annual Gala in March 2025, which celebrates the legacy of Haitian-born Jean-Baptiste Pointe DuSable, founder of the City of Chicago.



# WORKPLACE SAFETY

*The Attorney General's Office advocates for workplace safety because workers deserve safe working environments. Under state and federal law, workers have the right to work in a safe workplace. At the national level, the federal Occupational Safety and Health Administration (OSHA) enforces workplace health and safety in private workplaces, including private employers in Illinois, and the Attorney General's Office collaborates with other attorneys general offices to push for stronger workplace safety standards. At the state and local level, the Attorney General's Office also works with Illinois OSHA, a division of the Illinois Department of Labor that oversees safety in the public sector to ensure that all workers in Illinois are safe in their workplaces.*

## NOTABLE WORK

**Supporting Safe Train Crew Size Requirements:** In October 2024, Attorney General Raoul led a coalition of 15 states in filing an amicus brief in support of a Federal Railroad Administration (FRA) rule requiring that freight and passenger trains generally be staffed with at least two crew members. In the brief, Raoul and the coalition explained that the minimum requirements under the rule promote a safer work environment than train crews of one, because train crew members work long and often irregular hours while performing physically and cognitively demanding tasks. Safer train work environments lessen the risk of train accidents, including derailments, which can kill and injure train crew members and residents, burden local resources, and leave behind environmental damage that requires substantial time and funding to remediate.

# MULTI-STATE EFFORTS TO PROTECT WORKERS' RIGHTS

*Attorney General Raoul works with attorneys general offices throughout the country to advocate for workers' rights and hold accountable those that undermine the law, including the federal government. Raoul frequently leads and joins other attorneys general to challenge actions by the Trump Administration that have threatened to roll back worker protections, dismantle worker protection institutions, and harm workers. When the federal government proposes or implements laws, policies, or rules that diminish worker protections, the office joins with other attorneys general to file lawsuits against the federal government or file amicus briefs in support of workers, influences federal regulatory changes that would strengthen workers' rights, and advocates for the passage of new laws that would benefit workers. Following are some examples of Attorney General Raoul's efforts to preserve and protect workers' rights.*



*Attorney General Raoul speaking at a press conference with Governor JB Pritzker and Lt. Governor Juliana Stratton to announce a lawsuit challenging the Trump Administration's federal funding freeze in January 2025.*

## NOTABLE WORK

**Resisting the Chaotic and Illegal Buyout of Federal Employees:** In February 2025, Attorney General Raoul, with a coalition of 20 attorneys general, moved for leave to file an amicus brief in the District Court for the District of Massachusetts supporting multiple federal labor unions' motion to pause the government's so-called "Fork in the Road" directive. The directive, emailed to

federal employees in late January 2025, forced federal employees to choose whether to resign before an arbitrary 10-day deadline to keep their pay and benefits until September 30, 2025, or keep working under an implicit threat that their positions could be eliminated anyway. In their brief, the attorneys general argued the directive would hollow out federal agencies and jeopardize essential federal-state collaborations that respond to natural disasters, provide care for veterans, and administer Social Security benefits.





*Attorney General Raoul speaking at a press conference in October 2024 announcing the launch of Help Stop Hate, a new statewide service by the Illinois Department of Human Rights and Illinois Commission on Discrimination and Hate Crimes to provide support and resources to people and communities affected by hate crimes. Raoul's office is committed to fighting hate and bias in Illinois.*

**Stopping Mass Firings and Reinstating Federal Probationary Employees:** Attorney General Raoul as part of a cohort of 20 attorneys general filed suit in the District Court for the District of Maryland to challenge the mass firing of probationary federal employees and seek their reinstatement. In February 2025, the Trump Administration fired probationary employees at over a dozen federal agencies without following notice and procedure requirements. Nationwide, tens of thousands of federal employees lost their jobs. On March 13, 2025, the attorneys general succeeded in obtaining a preliminary injunction directing the Trump Administration to stop the firings and to reinstate employees, which the federal administration appealed.

**Protecting Labor Dispute Mediators from Illegal Cuts:** Attorney General Kwame Raoul, as part of a coalition of 21 attorneys general, filed suit in federal district court to challenge President Trump's Executive Order No. 14,238, which instructs federal agencies to strip their functions and personnel to the bare minimums mandated by law. These agencies include the Federal Mediation and Conciliation Service, which helps settle labor disputes, provides conflict resolution training, and certifies unions via authorization cards. The attorneys general argued the Executive Order violated the Constitution and other federal statutes. On May 13, 2025, the attorneys general were successful in obtaining an order temporarily stopping the Executive Order from taking effect, which the federal administration appealed.

**Supporting the NLRB:** In February 2025, Attorney General Raoul joined a coalition of 20 state attorneys general in filing an amicus brief supporting a motion for summary judgment by National Labor Relations Board ("NLRB") Chair Gwynne Wilcox in her lawsuit challenging her termination. By removing Chair Wilcox, the Trump Administration deprived the NLRB of the minimum number of members the NLRB needs to function. In their amicus brief, the state attorneys general argued that any action to incapacitate the NLRB unlawfully nullified worker's rights under the National Labor Relations Act. Every year, employees, unions, and employers file between 20,000 to 30,000 unfair labor practice charges with the NLRB, and States are unable to step in to resolve these labor disputes and enforce workers' rights in lieu of the NLRB. This litigation continues.



**Challenging Mass Layoffs in Health and Human Services:** In May 2025, Attorney General Raoul joined a multi-state lawsuit in the United States District Court in Rhode Island against the U.S. Department of Health and Human Services (“HHS”) in response to a directive to close regional offices and terminate 10,000 HHS employees without warning – including the entire team responsible for updating federal poverty guidelines to determine eligibility for programs like SNAP, Medicaid, and housing assistance. In July 2025, the district court granted the states’ request for a preliminary injunction and enjoined HHS from moving forward with its reorganization plans to prevent the termination of employees. Litigation is ongoing.

**Resisting the Trump Administration’s Dismantling of the Department of Education:** In March 2025, Attorney General Raoul and 20 other state attorneys general sued the Trump Administration in the United States District Court of Massachusetts after the administration announced a massive reduction in force at the Department of Education in an effort to dismantle the Department without Congressional approval. The reduction would terminate over half of the Department’s total workforce and shut down seven out of the twelve Offices for Civil Rights, which protect students from discrimination based on race, sex, and disability. The states succeeded in obtaining a preliminary order requiring the Trump Administration to stop the mass firings and reinstate the affected employees, which was subsequently paused pending ongoing appeals.

**Challenging the Elimination of Career Training Programs:** In June 2025, Attorney General Raoul joined a coalition of states in filing an amicus brief supporting a challenge to the U.S. Department of Labor’s termination of Job Corps, a congressionally-mandated residential career training program. Job Corps serves low-income workers through technical and apprenticeship programs, career counseling, and other services, and many of the program participants are students who may be unhoused or in foster care and depend on the services provided by Job Corps. Raoul and the coalition of states filed an amicus brief urging the court to grant the plaintiffs’ request for a preliminary injunction. The amicus asserted that the unlawful termination of the program would risk homelessness for thousands of young Americans enrolled and housed at campuses in all 50 states. The court issued a preliminary injunction in favor of the plaintiffs, noting the coalition’s opposition to the termination of the program.

# LEGISLATION

*As part of the Attorney General Office's efforts to defend workers, the Workplace Rights Bureau strives to ensure that Illinois residents are informed of changes to the state's worker protection laws.*

*In recent months, the Illinois General Assembly has passed several laws that protect and empower workers.*



Attorney General Raoul providing testimony at a Senate Judiciary Committee Hearing on prescription drug pricing in October 2024. Raoul's office is committed to addressing the problem of high prescription drug pricing that negatively impacts the health and wellness of Illinois patients.

## NOTABLE WORK

**Expanding Public Employees' Right to Collectively Bargain:** On May 31, 2025, the General Assembly passed Senate Bill 453 amending Section 7 of the Illinois Public Labor Relations Act. The amendment clarifies and expands the collective bargaining duties of government employers and exclusive representatives. The amendment reaffirms that—even when other laws address the topics—collective bargaining must cover wages, hours, and other conditions of employment unless specifically prohibited by another law. The amendment also outlines general procedures for contract modification or termination and expands the categories of employees that special procedures apply to. Governor Pritzker signed the bill that went into effect on August 15, 2025.

**Shielding Illinois Workers from Federal Slashes to Workers' Rights:** On May 30, 2025, the General Assembly passed Senate Bill 1976, which creates the Workers' Rights and Worker Safety Act and the Illinois Safe and Healthy Workplace Act. The Workers' Rights and Worker Safety Act establishes a minimum standard for wages, hours, and coal mine safety in Illinois, mandating that if federal standards become less stringent, Illinois agencies must adopt rules that maintain an equally protective or more protective standard than federal laws as of April 28, 2025. The Act would also empower the Illinois Department of Labor to establish occupational safety or health standards in the private sector if no federal standard exists and allows the Department to seek penalties ranging from \$1,000 to \$70,000 per violation for health and safety violations, along with attorney's fees and other relief. The bill also amends the Illinois Occupational Safety and Health Act to state if federal law becomes less effective in providing safe and healthy workplaces after April 28, 2025, the Department must implement the more protective federal standards. On August 14, 2025, Governor Pritzker signed the bill as Public Act 104-0161.



### **Increasing Penalties for Employers Who Violate Wage Laws:**

On May 22, 2025, the General Assembly passed Senate Bill 2164, amending the Illinois Wage Payment and Collection Act. The amendment increases administrative fees for employers found to owe wages, final compensation, or wage supplements, raising the fees to \$500, \$750, or \$1,250 depending on the amount owed. It specifies that penalties and damages for unpaid wages will continue to accrue until the Department's final order becomes a debt to the state.

The act also enhances penalties for willful nonpayment, including criminal charges that escalate with repeated offenses, and provides for additional penalties and fees for delayed compliance. The amendment also strengthens the Illinois Department of Labor's power to investigate wage claims, issue subpoenas, and enforce administrative decisions as debts owed to the state, which can be collected using all available legal remedies. Governor Pritzker signed the bill into law on August 1, 2025.

### **Providing Leave for Employees whose Children are Receiving Neonatal Intensive Care:**

On June 1, 2025, the General Assembly passed House Bill 2978, which creates the Neonatal Intensive Care Leave Act. The Act grants unpaid leave to employees whose children are patients in a Neonatal Intensive Care Unit (NICU) in addition to the leave that the Family and Medical Leave Act (FMLA) entitles them to. Employers who employ between 16 and 50 employees must provide 10 days of leave, or the length of time the employee's child is in the NICU, whichever is less. Employers who employ 51 employees or more must provide 20 days of leave, or the length of time the employee's child is in the NICU, whichever is less.

Employees retain rights to health insurance benefits and reinstatement. Employers also are prohibited from taking any adverse employment action against employees who: exercise their rights under the Act; oppose practices that they believe violate the act; or if they support other employees in exercising their rights under the Act. Employers who violate the Act face civil penalties up to \$5,000 per violation. The bill is awaiting action from Gov. Pritzker and, if signed into law, will go into effect on June 1, 2026.

# NEW LAWS IN EFFECT

*As part of the Attorney General office's efforts to defend workers, the Workplace Rights Bureau strives to ensure that Illinois residents are informed of changes to the state's worker protection laws. Several new laws took effect in 2025 enhancing worker protection.*

## NOTABLE WORK

**Expanding Protections Against Workplace Retaliation:** In January 2025, amendments to the Illinois Whistleblower Act went into effect. The amendments significantly increased the Attorney General's ability to protect witnesses and other whistleblowers from workplace retaliation for reporting violations of the law. The bill increased the damages and penalties impacted workers may seek and that the office can recover. The bill also broadened the scope of conduct protected under the Illinois Whistleblower Act to protect employees who report or threaten to report violations of the law and threats to public health and safety. The legislation also expanded the definition of retaliation to include blacklisting and immigration-based retaliation and provides statutory authority to the Attorney General's office to bring suit against employers who retaliate or threaten retaliation against employees.

**Eliminating Subminimum Wages for People with Disabilities:** In January 2025, Gov. Pritzker signed into law the Dignity in Pay Act, Public Act 103-1060, which implements a five-year plan to phase out subminimum wage authorizations in the Minimum Wage Law for workers with disabilities in Illinois by December 31, 2029. The new law also creates additional requirements to expand and support programs that increase access to work opportunities for workers with disabilities.



*Members of the Workplace Rights Bureau and other bureaus speak to student law clerks about working in the Attorney General's Office.*

**Prohibiting Mandatory Attendance at Political and Religious Meetings:**

In January 2025, the Worker Freedom of Speech Act went into effect. This new law prohibits employers from taking adverse actions against employees who refuse to attend or participate in meetings about political and religious matters that are not related to their job duties. Training that is intended to foster a civil and collaborative workplace or prevent workplace harassment or discrimination is still permitted under the new law.

**Supporting Employees' Access to Personnel Records and Pay Stubs:**

In January 2025, amendments to the Personnel Record Review Act went into effect. The amendments help workers request and receive important records from their

employers upon request, including copies of employment contracts and agreements copies of pay stubs. These changes will assist workers in getting vital documents from their employers that can be used in investigations of violations of labor laws.

**Creating Freelance Worker Protections:**

In July 2024, the Freelance Worker Protection Act went into effect. The new law creates rights for most independent contractors that entitle them to timely payments, written contracts, and protection from unlawful discrimination. The law allows independent contractors to file claims with the Illinois Department of Labor and authorizes the Attorney General to investigate patterns and practices of violations of the law.

## OUTREACH

*The Workplace Rights Bureau frequently engages with local, state, and national groups to inform the public of workers' rights and spread awareness of our office's efforts and accomplishments. The bureau conducts outreach with unions, worker centers, legislators, businesses, advocacy organizations, and workers across Illinois to help identify employers engaging in unlawful employment practices and provide training on how to recognize and report violations of worker protection laws in Illinois. The Attorney General's office also work with other governmental entities at the local, state, and federal levels to enhance enforcement efforts and protect workers and law-abiding businesses.*

## NOTABLE WORK:

**Educating Graduating College Students on their Workplace Rights:** In April 2025, the Workplace Rights Bureau gave a virtual presentation to over 75 graduating students at the City Colleges of Chicago. The presentation explained the role of the Attorney General in protecting workers' rights and provided an overview of basic employment laws with hypothetical scenarios to help students apply the law to real-life situations.



**Guiding Union Educators on National Challenges:** In March 2025, Attorney General Raoul spoke to the Illinois Federation of Teachers' executive board about his office's efforts to push back against efforts by the federal government to disrupt and interfere with the way teachers and schools educate students. IFT members also heard about the Office's work that affects elementary, secondary and higher education in Illinois and ways that the union can assist that work.

**Showcasing the Office's Efforts to Protect Immigrants and Workers:** At the beginning of the 2025 Legislative Session, Attorney General Raoul spoke to members of the Illinois Legislative Latino Caucus during their annual caucus retreat. The Attorney General discussed his Office's efforts to challenge the federal executive order aimed at ending birthright citizenship and the office's programs and services that assist immigrants and their communities. The Attorney General also spoke about the impact of recent legislative efforts such as the TRUST Act, VOICES Act, and Whistleblower Act.

**Facilitating Discussions on Flexible Pay Options:** In June 2025, Attorney General Raoul moderated a panel discussion on earned wage access, a type of product that allows workers to receive their wages before payday. Representatives from the financial technology, labor, payroll and public service industries appeared on the panel, and they discussed the growing demand for these options as well as the way that they can affect workers when provided as a benefit.

**Informing Trade Groups on the Attorney General's Office's Powers:** In October 2024, a representative of the Workplace Rights Bureau spoke to the Illinois Pipe Trades Association at their quarterly meeting in Champaign. At the meeting, the representative distributed the 2024 Labor Day Report and shared with Association members the process and tools that the Workplace Rights Bureau has for performing its investigations into violations of state workplace rights laws.



*Attorney General Raoul speaking at a fireside chat organized by the Muslim Bar Association of Chicago in February 2025, moderated by one of its board members and Senior Counsel from Raoul's Legislative Affairs Bureau.*

# RESOURCES

## OFFICE OF THE ILLINOIS ATTORNEY GENERAL

### Chicago Main Office

115 S. LaSalle St.  
Chicago, IL 60603

### Springfield Main Office

500 S. Second St.  
Springfield, IL 62701

### Carbondale Main Office

1745 Innovation Drive  
Suites C & D  
Carbondale, IL 62903



Chicago



Springfield



Carbondale

### Workplace Rights Bureau

Helpline: 844-740-5076

Email: [workplacerights@ilag.gov](mailto:workplacerights@ilag.gov)

[illinoisattorneygeneral.gov/rights-of-the-people/workplace-rights/](http://illinoisattorneygeneral.gov/rights-of-the-people/workplace-rights/)

### Civil Rights Bureau

Helpline: 877-581-3692

Email: [civilrights@ilag.gov](mailto:civilrights@ilag.gov)

[illinoisattorneygeneral.gov/rights-of-the-people/civil-rights/](http://illinoisattorneygeneral.gov/rights-of-the-people/civil-rights/)

### Disability Rights Bureau

Chicago Helpline: 312-814-5684

Springfield Helpline: 217-524-2660

Email: [disability.rights@ilag.gov](mailto:disability.rights@ilag.gov)

[illinoisattorneygeneral.gov/rights-of-the-people/disability-rights/](http://illinoisattorneygeneral.gov/rights-of-the-people/disability-rights/)



## ILLINOIS DEPARTMENT OF LABOR

### **Springfield Office**

524 S. 2nd St., Suite 400  
Springfield, IL 62701  
Phone: 217-782-6206

### **Chicago Office**

160 N. La Salle Street, C-1300  
Chicago, IL 60601  
Phone: 312-793-2800

### **Marion Office**

Regional Office Building  
2309 W. Main St., Suite 115  
Marion, IL 62959  
Phone: 618-993-7090

Email: [DOL.Questions@Illinois.gov](mailto:DOL.Questions@Illinois.gov)  
[labor.illinois.gov](http://labor.illinois.gov)

## CONCILIATION & MEDIATION

### **Employee Classification**

Phone: 217-782-1710  
Email: [DOL.ECA@Illinois.gov](mailto:DOL.ECA@Illinois.gov)

### **Personnel Records Review**

Phone: 312-793-2800  
Email: [DOL.PRR@Illinois.gov](mailto:DOL.PRR@Illinois.gov)

### **Equal Pay**

Phone: 866-372-4365  
Email: [DOL.Questions@Illinois.gov](mailto:DOL.Questions@Illinois.gov)

### **Prevailing Wage**

Phone: 312-793-3600  
Email: [DOL.PWD@Illinois.gov](mailto:DOL.PWD@Illinois.gov)

### **Equal Pay Registration Certificate**

Phone: 312-793-6797  
Email: [DOL.EPRC@Illinois.gov](mailto:DOL.EPRC@Illinois.gov)

### **Right to Privacy in the Workplace**

Phone: 312-793-7307  
Email: [DOL.RTPW@Illinois.gov](mailto:DOL.RTPW@Illinois.gov)

### **Job Opportunities**

#### **For Qualified Applicants**

Phone: 312-793-7191  
Email: [DOL.BTB@Illinois.gov](mailto:DOL.BTB@Illinois.gov)

### **Victims' Economic Security & Safety Act (VESSA)**

Phone: 312-793-2800  
Email: [DOL.Questions@Illinois.gov](mailto:DOL.Questions@Illinois.gov)

### **Leave Rights Division**

Phone: 312-793-2600  
Email: [DOL.PaidLeave@Illinois.gov](mailto:DOL.PaidLeave@Illinois.gov)

### **Worker Adjustment & Retraining Notification (WARN)**

Phone: 217-785-4420  
Email: [DOL.Questions@Illinois.gov](mailto:DOL.Questions@Illinois.gov)

For all Illinois agencies, individuals with hearing or speech disabilities can reach us by using the 7-1-1 relay service.



## FAIR LABOR STANDARDS DIVISION

### Child Labor Law

Phone: 312-793-5570

Child Labor Law Hotline: 800-645-5784

Email: [DOL.ChildLaborQuestions@Illinois.gov](mailto:DOL.ChildLaborQuestions@Illinois.gov)

### Day Labor Services

Phone: 312-793-8889

Day Labor Services Hotline: 877-314-7052

Email: [DOL.DayLabor@Illinois.gov](mailto:DOL.DayLabor@Illinois.gov)

### Minimum Wage/Overtime

Phone: 312-793-2804

Minimum Wage/Overtime: 800-478-3998

Email: [DOL.MWOT@Illinois.gov](mailto:DOL.MWOT@Illinois.gov)

### One Day Rest in Seven (meal period)

Phone: 312-793-2804

Email: [DOL.ODRISA@Illinois.gov](mailto:DOL.ODRISA@Illinois.gov)

### Private Employment Agencies

Phone: 312-793-2805

Email: [DOL.PrivateEmployment@Illinois.gov](mailto:DOL.PrivateEmployment@Illinois.gov)

### Sub-Minimum Wage & Sheltered Workshops

Phone: 312-793-2806

Email: [DOL.MWOT@Illinois.gov](mailto:DOL.MWOT@Illinois.gov)

### Wage Payment & Collection

Phone: 312-793-2808

Email: [DOL.Wages@Illinois.gov](mailto:DOL.Wages@Illinois.gov)

---

## ILLINOIS OSHA

### Public Sector Enforcement

Phone: 217-782-9386

Email: [DOL.Safety@Illinois.gov](mailto:DOL.Safety@Illinois.gov)

### On-Site Safety and Health Consultation Program for Employers

Phone: 800-972-4216

Email: [DOL.Consultation@Illinois.gov](mailto:DOL.Consultation@Illinois.gov)

---

## OTHER WORKER AGENCIES

### Illinois Labor Relations Board

Springfield Office: 217-785-3155

Chicago Office: 312-793-6400

### Illinois Department of Human Rights

Chicago Office: 312-814-6200

Springfield Office: 217-785-5100

---

## U.S. DEPARTMENT OF LABOR

### Wage and Hour Division

Hotline: 866-487-9243

[dol.gov/agencies/whd](http://dol.gov/agencies/whd)

### Occupation Safety and Health Administration

Hotline: 800-321-6742

[osha.gov](http://osha.gov)

---

## OSHA ILLINOIS STATE PLAN OFFICES

These three Illinois State Plan offices cover public sector (state and local government) employers and workers with the exception of federal government employees, maritime employers (e.g., shipyards, marine terminals, longshoring), military facilities, Indian sovereignty workplaces, and the United States Postal Service.

### Chicago State Plan Office

160 N. LaSalle St., Suite C-1300

Chicago, IL 60601

Phone: 312-793-7308

Fax: 312-793-2081

### Marion State Plan Office

2309 W. Main St.

Marion, IL 62959

Phone: 618-993-7092

Fax: 618-993-7258

### Springfield State Plan Office

Lincoln Tower Plaza

524 South 2nd St., Suite 400

Springfield, IL 62701

Phone: 217-782-9386

## OSHA AREA OFFICES

The federal OSHA offices cover all private sector workplaces, federal agencies, maritime employers (e.g., shipyards, marine terminals, longshoring), military facilities, Indian sovereignty workplaces, and the United States Postal Service.

### **Chicago North Area Office**

2020 S.Arlington Heights Rd., Suite 102  
Arlington Heights, IL 60005  
Phone: 847-227-1700  
Fax: 847-227-1732

### **Chicago South Area Office**

8505 W. 183rd St., Suite C  
Tinley Park, IL 60487  
Phone: 708-342-2840  
Fax: 708-444-0042

### **Naperville Area Office**

1771 West Diehl Rd.  
Suite 210  
Naperville, IL 60563  
Phone: 630-300-7100  
Fax: 630-300-7098

### **Peoria Area Office**

5003 W.American Prairie Dr.  
Peoria, IL 61615  
Phone: 309-589-7033  
Fax: 309-589-7326

### **Fairview Heights District Office**

11 Executive Dr., Suite 11  
Fairview Heights, IL 62208  
Phone: 618-632-8612  
Fax: 618-632-5712

---

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

### **Equal Employment Opportunity Commission**

Phone: 1-800-669-4000  
TTY: 1-800-669-6820  
ASL Video: 844-234-5122  
Email: [info@eeoc.gov](mailto:info@eeoc.gov)  
[eeoc.gov](http://eeoc.gov)

### **Chicago District Office**

John C. Kluczynski Federal Building  
230 S. Dearborn St., Suite 1866  
Chicago, IL 60604  
Phone: 312-872-9777  
Fax: 312-588-1260

### **St. Louis District Office**

Robert A. Young Federal Building  
1222 Spruce St., Room 8.100  
St. Louis, MO 63103  
Phone: 314-798-1960  
Fax: 314-539-7894

---

## NATIONAL LABOR RELATIONS BOARD **Main** 1-844-762-NLRB • [publicinfo@nrlrb.gov](mailto:publicinfo@nrlrb.gov)

### **Regional Office 13 Chicago, IL**

219 S. Dearborn St.  
Suite 808  
Chicago, IL 60604  
Phone: 312-353-7570  
Fax: 312-886-1341

### **Subregional Office 33 Peoria, IL**

101 SW Adams St.  
Suite 400  
Peoria, IL 61602  
Phone: 309-671-7080  
Fax: 309-671-7095

### **Regional Office 14 St. Louis, MO**

1222 Spruce St.  
Room 8.302  
St. Louis, MO 63103  
Phone: 314-539-7770  
Fax: 314-539-7794

Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to [relay.service@nrlrb.gov](mailto:relay.service@nrlrb.gov). An NLRB representative will email the requester with instructions on how to schedule a relay service call.

## U.S. DEPARTMENT OF JUSTICE

### **Civil Rights Division**

Phone: 202-514-3847  
[justice.gov/crt](http://justice.gov/crt)

### **Disability Rights Section**

Phone: 202-307-0663  
Fax: 202-307-1197

### **Employment Litigation Section**

Phone: 202-514-3831  
TTY: 202-514-6780  
Fax: 202-514-1005

## NOTES

[illegible]





