

Government Affairs Update



New Laws for Illinois in 2020

By: *Bridget Dougherty & Dan Day*

1. Illinois minimum wage increases: The law states the wage shall increase by \$1 to \$9.25 on January 1. Followed by a 75-cent increase to \$10 on July 1. Ultimately the increase will be \$15 per hour by 2025.

Employers will see two hikes in 2020. Tipped workers can still be paid 60% of the regular minimum wage. The new law also includes a payroll deduction tax credit for employers of 50 or fewer workers.

2. Wage History Question Prohibition: Amends the Equal Pay Act of 2003 **prohibiting** an employer from:
 - Screening job applicants based on their wage or salary history;
 - Requiring that an applicant's prior wages satisfy minimum or maximum criteria;
 - Requesting or requiring that an applicant disclose prior wages or salary as a condition of being interviewed or as a condition of continuing to be considered for an offer of employment;
 - The law prohibits an employer from seeking the salary, including benefits or other compensation or salary history, of a job applicant from any current or former employer, with some exceptions;
 - Potential employees may freely provide past salary information, but employers must not ask for it, and
 - Employers who do not comply could face fines and penalties from the Illinois Department of Labor as well as potential civil action and lawsuits.

3. Illinois discrimination law expands: Employers have to train workers **yearly** on preventing sexual harassment.

Requires employers to train workers annually on preventing sexual harassment in the workplace. The Illinois Department of Human Rights is required to make a training program free on-line to employers to provide to workers. Current or alternative training that an employer provides is acceptable if it meets the minimum criteria required of the training. There are additional training requirements for bars and restaurants.

4. Legal Cannabis: Adults will be able to legally purchase, possess and consume cannabis in Illinois beginning on January 1, 2020.
5. Miscellaneous laws that might affect you:
 - Vehicle registration fees will increase from \$101 to \$151 beginning January 2020.
 - Pet cats have to get rabies inoculations. Feral cats are exempt.
 - It will be illegal to watch or stream videos while driving.
 - Passing a stopped school bus could get you a \$300 fine for the first offense and \$1,000 for the second offense. There are also increased fines and penalties for violating Scott's Law.
 - Vehicles with smoked or tinted lighting lens covers are now illegal.

Happy New Year!