

ILLINOIS ATTORNEY GENERAL'S OFFICE



2023 LABOR DAY REPORT



2023 Labor Day Report
Office of the Illinois Attorney General



Attorney General Raoul, along with Chicago Federation of Labor President Bob Reiter, Mid-America Carpenters Regional Council Executive Secretary-Treasurer Gary Perinar, and staff from the Workplace Rights Bureau and Public Interest Division, announce a misclassification lawsuit against Drive Construction Inc. on September 2, 2022, at a press conference in Chicago. More information about the investigation and lawsuit can be found on page 7.

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A MESSAGE

FROM ATTORNEY GENERAL RAOUL



September 2023

On Labor Day, we gather to honor workers in Illinois and across the country for their continuous efforts and integral roles in building and supporting our communities. As a proud supporter of workers' rights, it is my honor and pleasure to present our second Labor Day Report, detailing the achievements and ongoing work that my office has accomplished and performed this year to enforce labor laws and to protect workers in Illinois.

Over the past year, my office has taken major strides to champion workers. We have expanded the size of the Workplace Rights Bureau, which has helped it to investigate labor law violations, collect owed wages and civil penalties, and file lawsuits to protect Illinois workers. The Workplace Rights Bureau, as well as attorneys and staff throughout the office, have contributed to our office's efforts to ensure that working people receive their wages and can work in workplaces free of discrimination and harassment. Over the past year, my office has been a national leader in elevating and safeguarding workers' rights.

The continued progress that my office has made in fighting unscrupulous employment practices is only possible due to the persistent efforts of workers, advocates, labor unions, organizations, and businesses who have provided information and encouraged affected parties to speak up. These partnerships are key to our endeavors and help to ensure that Illinois labor laws are being followed. 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 help ensure that workers recognize their rights and know where they can turn if they need assistance with potential violations of Illinois labor laws. Together, we can continue to support and improve the lives of workers across Illinois.

Happy Labor Day!

A handwritten signature in black ink, appearing to read "Kwame Raoul". The signature is stylized and fluid.

Kwame Raoul
Attorney General

INTRODUCTION TO THE BUREAU

The Workplace Rights Bureau protects and advances the employment rights of all Illinois workers. The bureau has existed within the office for several years, but it was codified into law in 2020 under Public Act 101-0527, which amended the Illinois Attorney General Act to create the Worker Protection Unit within the Attorney General's office. The law also gave the bureau enhanced authority to enforce labor laws in Illinois. The Workplace Rights Bureau works with other bureaus within the Attorney General's office; local, state, and federal agencies like the Illinois Department of Labor and the U.S. Department of Labor; as well as labor and community organizations to protect Illinois workers.

In addition to the Workplace Rights Bureau, attorneys and staff from other divisions and bureaus of the Office of the Illinois Attorney General perform important functions to help working people. Attorneys from the Civil Appeals Division, which represents the state in both federal and state appellate courts, assist with multistate actions coordinated with attorneys general across the country. The Government Representation Division provides legal representation for the state and all state officers, boards, commissions, agencies, and employees in civil litigation involving their official capacity, handling thousands of case referrals each year. Within the Government Representation Division, the assistant attorneys general of the General Law Bureau represent the Illinois Department of Labor in federal district and circuit courts across Illinois. In addition, the Civil Rights Bureau also works in tandem with the Workplace Rights Bureau to address instances of alleged employment discrimination. The Attorney General's Environmental Enforcement Division and Environmental Crimes Bureau enforce the state's environmental laws, including several laws that protect workers.



Attorney General Raoul speaks at a press conference hosted by Gov. JB Pritzker, along with Lt. Gov. Juliana Stratton and members of the General Assembly. Attorney General Raoul's Workplace Rights Bureau works with other executive officers and the General Assembly to craft laws and policies to protect Illinois workers and to take action against employers who violate worker protection laws.

WAGES

Working with the Illinois Department of Labor, Attorney General Raoul's Workplace Rights Bureau investigates and files lawsuits for systemic and widespread violations of wage laws in Illinois, including the Minimum Wage Law, the Prevailing Wage Act, and the Illinois Wage Payment and Collection Act.

By returning unpaid wages to affected workers, the Attorney General's Workplace Rights Bureau ensures that Illinois workers are properly compensated for their labor. This work also affirms the practices of law-abiding business, so

that employers who follow Illinois labor laws are not at a competitive disadvantage against employers who provide services for a lower cost by violating Illinois' wage laws and hurting workers. Furthermore, through this work, the bureau ensures employers make the required federal and state deductions on paid work, contributions that are vital for providing services at all levels of government.

NOTABLE WORK

Holding Employers Responsible for Illegally Deducting from Wages:

In July 2023, Attorney General Raoul announced a settlement resolving an investigation by the Attorney General's office and the Illinois Department of Labor into a medical staffing company's practice of deducting fees from employee wages when workers missed shifts. Under the settlement, GrapeTree Medical Staffing agreed to pay more than \$950,000 in back wages and interest to approximately 3,000 current and former employees in Illinois. The Workplace Rights Bureau, working in conjunction with the Illinois Department of Labor, found that GrapeTree charged employees a fee in the form of a payroll deduction if they did not show up for a shift or canceled a shift within 72 hours. The fees deducted ranged in size from \$50 to \$200. Under the settlement, GrapeTree agreed to end the practice in Illinois.

Recovering Unpaid Overtime for Workers: In August 2022, the Workplace Rights Bureau announced a consent decree with construction subcontractors building a new production line for Rivian Automotive Inc., expanding on a settlement reached in 2021. A joint investigation conducted by the Attorney General's office and the Illinois Department of Labor revealed that a chain of subcontractors hired to construct Rivian's new production line in Normal failed to pay overtime wages to Mexican workers at the site. The consent decree Attorney General Raoul filed in 2022 requires China-based Guangzhou MINO Equipment Co. and Florida-based BIW Automotive Solution Inc. to pay owed overtime wages and civil penalties totaling \$315,000 to 59 workers who were denied overtime wages they earned. The investigation

***“Any company doing business in our state must follow laws that require workers to be compensated for the hours they work without unauthorized pay deductions. I am committed to enforcing laws that protect Illinois workers and support law-abiding businesses.*”**

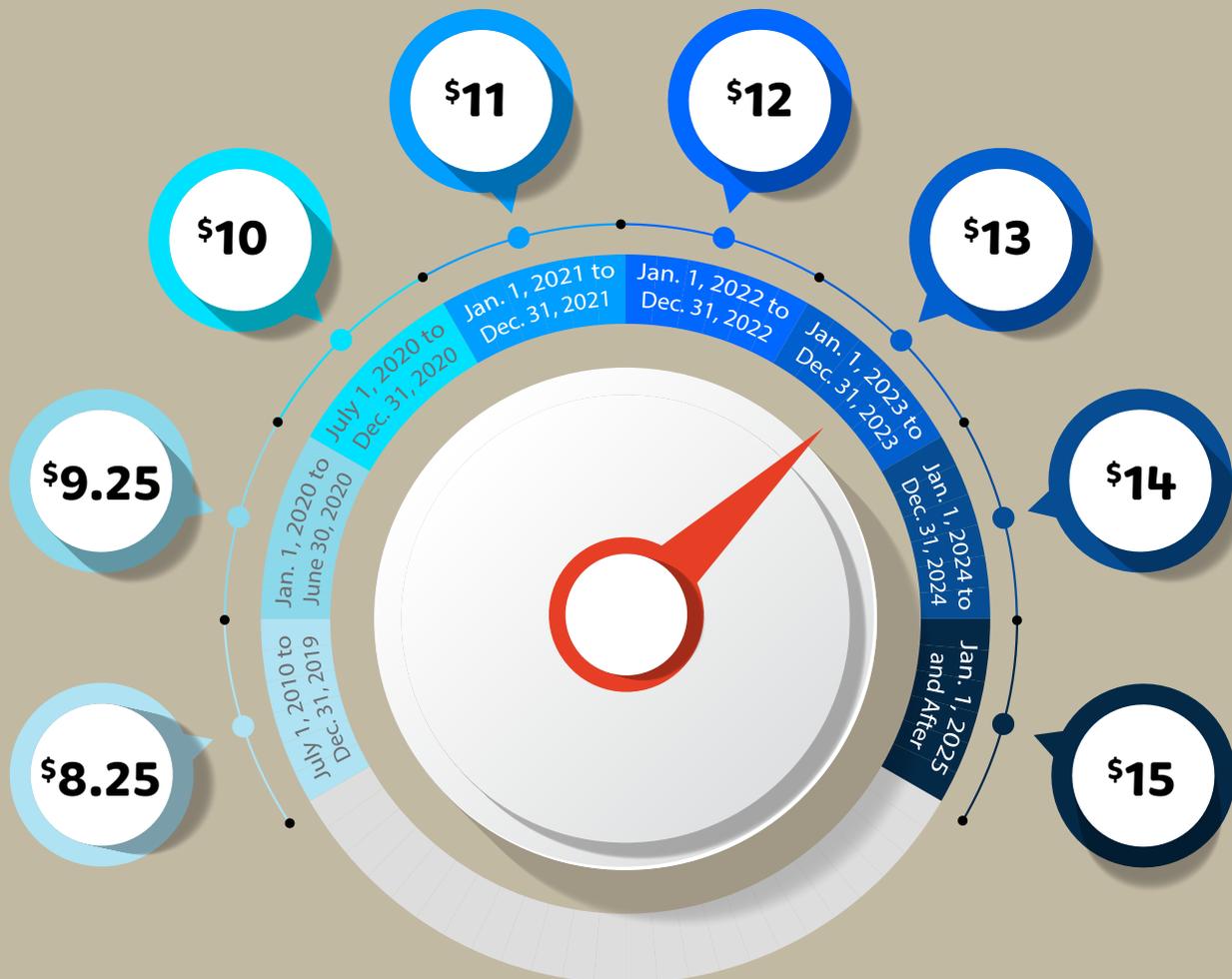
Attorney General Kwame Raoul
Announcing the settlement with
GrapeTree Medical Staffing

was based on a tip from IBEW Local 197 related to alleged workplace violations by Rivian subcontractors. Two additional defendants, Mexico-based SDS Industrialservicio S.A. de C.V. (SDS) and its president, have refused to cooperate with the investigation or engage in settlement discussions. As a result, the Attorney General’s office filed a lawsuit to ensure that those two defendants also pay penalties owed under Illinois law. The litigation is still pending.

Collecting from Alleged Labor Law Violators: On behalf of the Illinois Department of Labor (IDOL), between July 2022 and June 2023, the General Law Bureau recovered more than \$512,000 in unpaid wages and penalties based on its referrals from IDOL.

Illinois Minimum Wage Law to Increase Annually Until 2025

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.



MISCLASSIFICATION

Worker misclassification occurs when workplaces treat workers as independent contractors when the nature of their work and relationship with their employer indicates that the worker should be an employee. When employers do not classify their workers correctly, workers lose access to vital worker protections, including protections under wage and anti-discrimination laws, and are unable to access worker benefits, including unemployment insurance and workers' compensation. They also must pay the employer's contribution for federal programs like Medicare and Social Security.

The Attorney General's Workplace Rights Bureau uses the Employee Classification Act and other state laws to protect workers in the construction, manufacturing, and other industries from misclassification. The Attorney General's office also has worked with the Illinois General Assembly, the Illinois Department of Labor, and attorneys general from across the country to advocate for stronger and clearer worker classification rules at both the state and federal levels.

NOTABLE WORK

Pursuing Employers Who Skirt Obligations to Workers and the State: In September 2022, the Attorney General's Workplace Rights Bureau filed a lawsuit against Drive Construction Inc. and a complex web of entities for a years-long conspiracy to pay millions of dollars of wages in cash in order to skirt laws intended to protect Illinois workers and ensure fair wages. The case alleged that Drive misclassified workers to avoid paying unemployment insurance contributions to the Illinois Department of Employment Security and underpaid employees in violation of the state's Minimum Wage Law, Prevailing Wage Act, and Employee Classification Act. The Workplace Rights Bureau began investigating Drive Construction based on information provided by the Mid-America Carpenters Regional Council. In June 2023, the bureau scored an important victory in the case by defeating motions to dismiss brought by multiple defendants challenging the Attorney General's authority to enforce the Employee Classification Act. The litigation in this matter is still pending.



Prior to a news conference announcing the lawsuit against Drive Construction Inc., Attorney General Raoul shakes hands with Chicago Federation of Labor President Bob Reiter and Mid-America Carpenters Regional Council Executive Secretary-Treasurer Gary Perinar. Labor groups, like the Chicago Federation of Labor and the Mid-America Carpenters Regional Council, assist the Attorney General's office in identifying suspected instances of violations of state labor laws.

Returning Lost Overtime Wages to Misclassified Workers: In May 2023, the Attorney General's office resolved an investigation into a general practice by Global Trade Hub Inc. and Eve Group Series LLC of misclassifying their employees as independent contractors. The investigation was resolved through a consent decree requiring the companies to reclassify their workers as employees and submit themselves to monitoring, including record-keeping and reporting requirements aimed at preventing future violations of the law. Additionally, the companies were required to pay \$142,200 to resolve claims that they failed to properly pay their employees overtime wages. Under the consent decree, 160 current or former workers will receive their unpaid overtime wages.

Advocacy for Federal Rules Preventing Misclassification: The Attorney General's office joined a coalition of states in February 2022 to file a brief in a matter titled *The Atlanta Opera Inc.*, encouraging the National Labor Relations Board to reinstate a more worker-protective standard for determining whether a worker is an employee or an independent contractor. In June 2023, the NLRB ruled in favor of the workers, finding that they were employees, not independent contractors. The decision, which cited the brief filed by the coalition, also overruled the less worker-protective 2019 standard, which permitted employers to classify workers as independent contractors if they could show that workers had the opportunity to run and profit from their business. The NLRB went on to reinstate the more worker-protective standard, which requires the consideration of multiple factors to determine whether a worker is an employee or an independent contractor.

Ensuring Illinois Law Protects Workers in Illinois: Attorneys from the Solicitor General's office and the Workplace Rights Bureau worked together to file an amicus brief with the U.S. Court of Appeals for the 7th Circuit in a case called *Johnson v. Diakon Logistics*. In this case, delivery drivers working out of warehouses located in Romeoville and Granite City had filed suit against their employer, claiming that the employer had violated the Illinois Wage Payment and Collection Act. The employer challenged the claims of the drivers, arguing in part that the Act should not apply because the employment agreements selected Virginia law to govern the contract. The District Court sided with the employers. In its brief supporting the drivers' appeal, the Attorney General's office argued against the use of contractual provisions that would allow employers doing business in Illinois to circumvent the important protections codified in the Illinois Wage Payment and Collection Act. In August 2022, the 7th Circuit reversed the District Court and ruled that the contractual provisions relied upon by Diakon did not apply to claims brought under the IWPCA. This ruling prevents companies doing business in Illinois from using contract clauses to skirt worker protections in state laws such as the IWPCA.

NON-COMPETES, NO POACH, AND FREEDOM TO WORK

The Workplace Rights Bureau protects the ability of workers to seek improved employment opportunities through its work on non-compete agreements and “no-poach” agreements. Non-compete agreements restrict workers’ freedom to leave their jobs to work for a competing employer. While non-compete agreements can be lawful under the right circumstances, unscrupulous employers use them to illegally prevent low- and

middle-wage workers from seeking other employment. Consequently, workers are unable to seek alternative employment that may offer better working conditions and higher wages.

Similarly, “no-poach” agreements entered into by two or more competitors that restrict their ability to hire each other’s workers, thereby preventing workers’ ability to seek better employment opportunities, are also unlawful. These agreements are sometimes used in the temporary staffing industry by companies who desire to suppress wages for workers and prevent competition. For low-wage workers, no-poach agreements can limit a worker’s ability to improve their employment circumstances by getting another job.

NOTABLE WORK

Stopping No-Poach Agreements in Franchise Agreements: Following on prior efforts to halt non-compete agreements in the fast food industry, the Attorney General’s office led a bipartisan coalition of 21 attorneys general in filing an amicus brief before the U.S. Court of Appeals for the 7th Circuit opposing “no-poach” provisions used by McDonald’s in its franchise agreements. Workers in this case contend that, until 2017, McDonald’s required all McDonald’s franchisees to sign agreements that contained a provision prohibiting them from hiring workers who worked for any McDonald’s restaurant in the prior six months. In the brief, Raoul and the coalition argued that such agreements violate federal antitrust laws and interfere with workers’ ability to seek better employment opportunities, wages, and benefits. The litigation is still pending.

Advocating to End Non-Compete Agreements Nationwide: In April 2023, Attorney General Raoul joined a coalition of 18 attorneys general to submit comments in support of the Federal Trade Commission’s proposed rule that would eliminate non-compete clauses in employment contracts in most circumstances. If implemented, the FTC’s rule would bar employers from preventing workers from working for or starting a competing business within a certain period after leaving a job. In their filed comment, Raoul and the coalition argued that the FTC’s rule would significantly benefit workers, especially low- and middle-wage workers, businesses, and the economy as a whole; promote gender and racial equity; and improve working conditions in the health care industry. The FTC is reviewing all filed comments before issuing its final rule in 2024.

EMPLOYMENT DISCRIMINATION

Workers in Illinois have the right to work without the worry of facing discrimination. The Attorney General's Workplace Rights Bureau works with the Civil Rights Bureau, the Illinois Department of Labor, and the Illinois Department of Human Rights to investigate and litigate cases where workers are discriminated against because of their sex, race, ethnicity, gender identity, or any other class protected by the Illinois Human Rights Act.

Employees who face employment discrimination tend to be less likely to be hired, and when they are hired, they often are paid less and face more severe sanctions than their counterparts. In the long term, they are less likely to be promoted and ultimately earn far less money over their lifetimes compared to their counterparts. The Workplace Rights Bureau is dedicated

to stopping workplace discrimination and ensuring that all people have equal opportunity in their place of employment.

NOTABLE WORK

Pregnant Women in the Workplace: In December 2021, the Attorney General's office joined a coalition of attorneys general to call on the U.S. Senate to pass the Pregnant Workers Fairness Act. Congress passed the legislation and President Joe Biden signed the legislation into law in December 2022. The law went into effect in June 2023. The law expands on the Pregnancy Discrimination Act and the Americans with Disabilities Act to permit pregnant individuals to request reasonable accommodations at work without fear of retaliation.

Attorney General Raoul discusses his office's efforts to fight hate crimes and extremism during an Anti-Defamation League Midwest Region's Board meeting on February 6, 2023.

Attorney General Raoul speaks to the Chicagoland Chamber of Commerce's Board of Directors about issues within the AG's office that impact Chicago's business community during their quarterly meeting on October 12, 2022.



Advocating for Workers in

Professional Sports: In December 2022, Attorney General Raoul and New York Attorney General Letitia James urged the National Women's Soccer League and the U.S. Soccer Federation to foster a professional environment of respect and accountability after an independent investigation found widespread abuse and misconduct in women's professional soccer. In their letter, the attorneys general requested that NWSL and U.S. Soccer provide specific plans to implement the urgent recommendations included in the report. Since then, the attorneys general, joined by D.C. Attorney General Brian Schwab, and NWSL & U.S. Soccer have engaged in ongoing discussions to address the coalition's concerns.

Promoting Awareness of State Anti-Discrimination Protections:

The Attorney General's office and the Illinois Department of Human Rights released a guide in March 2023 on the state's protections against discrimination based on pregnancy, childbirth, and reproductive health decisions related to pregnancy, including abortion. The non-regulatory guidance clarified Illinois' anti-discrimination law and covers scenarios and examples of discrimination in a variety of settings, including in the workplace, housing, health care, schools, retail and service establishments, and other public accommodations. It is intended to help Illinois residents, employers, housing providers, and the business and health care communities better understand their rights and responsibilities concerning reproductive autonomy and how to avoid engaging in discrimination.

Attorney General Raoul speaks at the release of the Illinois Muslim Civic Coalition's "Illinois Muslims: Needs, Assets, and Opportunities" report, which detailed the strengths and struggles of the Illinois Muslim community, at the University of Illinois Chicago Student Center on July 28, 2022. One area that the report discussed was the impacts of religious discrimination among Illinois Muslims, including the repercussions on employment.



WORKPLACE SAFETY

Workers deserve safe working environments. The Attorney General's office also advocates for workplace safety. Under state and federal law, workers have a right to work in a safe workplace. While the federal Occupational Safety and Health Administration (OSHA) is responsible for investigating safety issues in private workplaces in Illinois, the Attorney General's office works with other attorneys general to promote stronger workplace safety standards at the federal level. The Attorney General's office also works with Illinois OSHA, a division of the Illinois Department of Labor which oversees safety in governmental workplaces, the Pollution Control Board and other state agencies and the Illinois General Assembly to ensure that all workers in Illinois are protected and kept safe in their workplaces.

NOTABLE WORK

Defending Governmental Authority to Protect Workers: In January 2023, Attorney General Raoul led a coalition of 19 attorneys general in filing an amicus brief in *Allstates Refractory Contractors v. Walsh*, defending the Occupational Safety and Health Administration's authority to establish and enforce workplace safety rules. Allstates Refractory Contractors, an Ohio-based company, sued the federal government, arguing that the Occupational Safety and Health Act is unconstitutional because it violates the federal non-delegation doctrine. In the brief, Attorney General Raoul and the attorneys general explain that standards set by OSHA have decreased the number of workplace fatalities by almost 66% and that states are able to further protect workers from workplace hazards by having a strong federal partner in OSHA, which invests extraordinary time and energy to establish safety standards for U.S. employers. Litigation on this matter is pending.

Fighting Against Rollback of Protections from Pesticide Poisoning: In December 2020, Attorney General Raoul joined four other attorneys general to file a lawsuit against the U.S. Environmental Protection Agency (EPA) for rolling back a previously implemented rule to protect farmworkers, their families, and others from toxic pesticides. As a result of this lawsuit, the EPA rule was stayed. In 2023, the EPA proposed a new rule, and Attorney General Raoul and the other attorneys general subsequently filed a comment in support of the proposed rule. The EPA plans to publish the new rule in 2024.



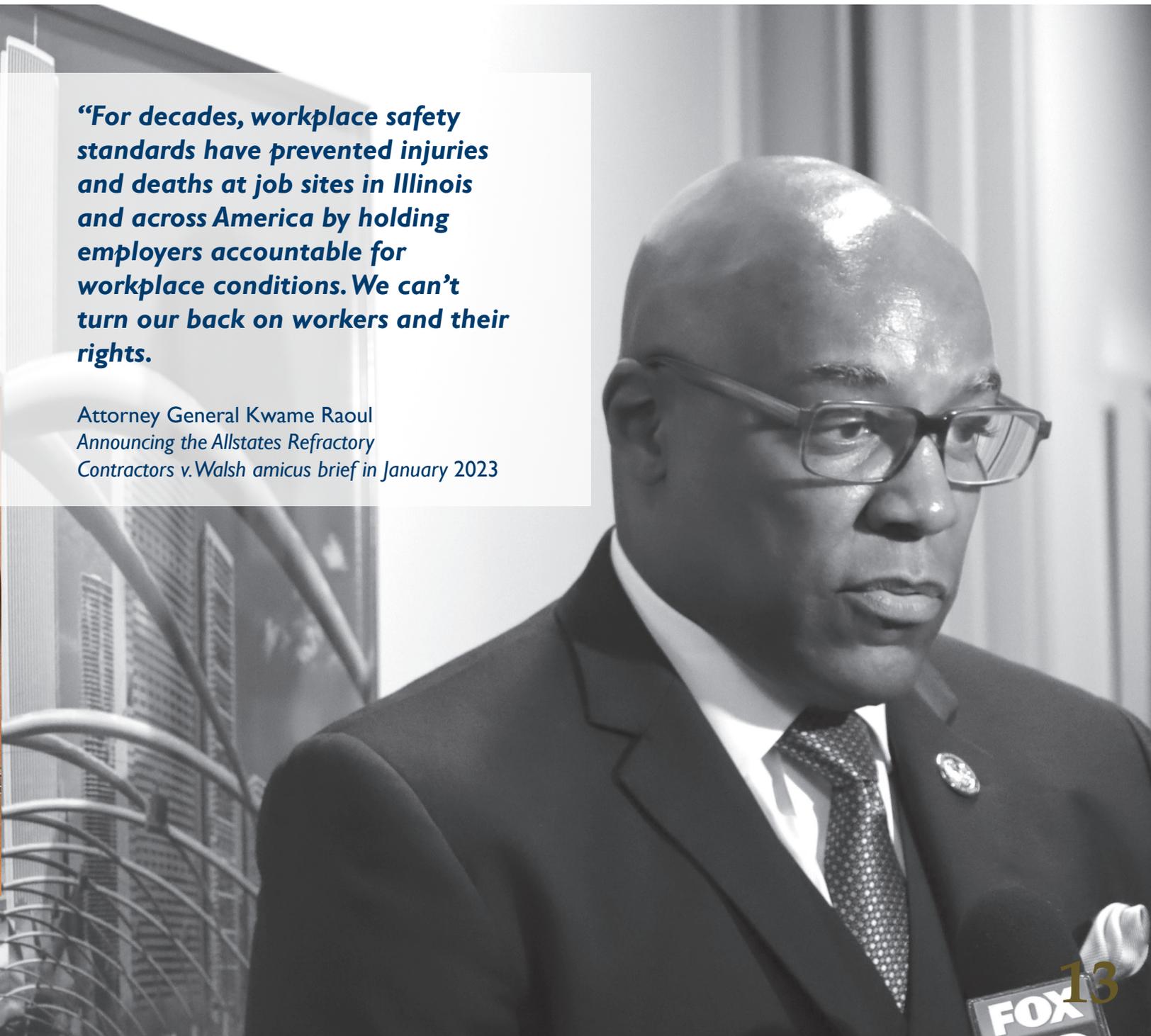
Attorney General Raoul poses with students from Northwestern University's Political Union, a non-partisan student organization. Attorney General Raoul spoke to the Political Union about his role as attorney general and his efforts to protect Illinois residents during a fireside chat-style presentation on April 27, 2023.

WORKERS' RIGHTS

Defending the Workers' Rights Amendment: In January 2023, five voters challenged the Workers' Rights amendment to the Illinois Constitution, which was certified as being passed by Illinois voters in the 2022 general election. The five voters alleged that the Illinois Secretary of State failed to properly publish the text of the amendment in advance of the election, as well as that election authorities across Illinois failed to ensure that the proposed amendment was presented to voters as a separate constitutional ballot. In June 2023, the Lake County Circuit Court dismissed the petitioners' lawsuit with prejudice. The litigation is pending after the petitioners filed a motion to reconsider.

***“For decades, workplace safety standards have prevented injuries and deaths at job sites in Illinois and across America by holding employers accountable for workplace conditions. We can’t turn our back on workers and their rights.*”**

Attorney General Kwame Raoul
Announcing the Allstates Refractory
Contractors v. Walsh amicus brief in January 2023



LEGISLATION

The Attorney General's office works with the Illinois General Assembly to craft legislation that protects and benefits Illinois workers. During legislative session, the Workplace Rights Bureau and the Attorney General's legislative team advises the General Assembly on the potential effects of proposed legislation and the best ways to improve policy recommendations. The Attorney General's office also partners with other stakeholders to improve legislation and to pass legislation that protects workers and improves their livelihoods.

During the spring 2023 legislative session, the Attorney General's office weighed in on several proposed laws and testified before legislative committees on the benefits and strengths of such legislation, encouraging General Assembly members to pass and send them to the governor for his signature. Laws that the Attorney General's office supported strengthened worker protections in Illinois while protecting freelance workers and workers who were victims of violence. During the 2023 General Assembly, representatives from the Attorney General's office directly supported several worker-focused bills.



Deputy Attorney General Ashley Hokenson testifies before a legislative committee in support of HB 2862, the Temp Worker Fairness & Safety Act, which requires equal pay for equal work for temporary workers. The bill passed both chambers of the General Assembly and was signed into law in August 2023.

NOTABLE WORK

Protecting Temporary Workers: Deputy Attorney General Ashley Hokenson testified in support of HB 2862, the Temp Worker Fairness & Safety Act, which requires equal pay for equal work for temporary workers. Specifically, the Act requires day and temporary labor service agencies to pay laborers assigned to a third-party client for more than 90 calendar days of pay and equivalent benefits as the lowest-paid directly hired employee of the third-party client performing substantially similar work at the same level of seniority. Under the amendments, laborers also have the right to refuse assignments to companies where there is an active labor dispute. The amendments protect workers' safety by increasing hazard training requirements on day and temporary labor service agencies. Finally, the amendments also significantly increase the enforcement powers of the Attorney General. Governor JB Pritzker signed the legislation into law in August 2023.

Protecting Freelance Workers: The Illinois General Assembly passed HB 1122, the Freelance Worker Protection Act, which requires that freelance workers are paid within 30 days of completing their work or as prescribed by a contract. The law also provides for the Attorney General and the Illinois Department of Labor to investigate reports of nonpayment. The Attorney General's office filed in support of the bill. The governor signed the bill into law in August 2023, and it goes into effect on January 1, 2024.

OTHER NOTABLE LEGISLATION

As part of the Attorney General office's mission to protect workers, the Workplace Rights Bureau works to ensure that Illinois residents are aware of updates to the state's worker protection laws. In recent months, the Illinois General Assembly has passed several laws that protect and empower workers. Here is a sample of these bills:

Five Days of Paid Leave: Under Public Act 102-1143, most Illinois workers will receive at least five days of paid leave each year. Beginning on January 1, 2024, workers will earn one hour of paid leave for every 40 hours worked, up to 40 total hours of paid leave each year. Workers are able to use this paid leave for any reason.

Higher Penalties for Harming Farmworkers: Public Act 103-62 increases the fines for spraying humans with pesticides and provides that extra penalties may be assessed for each person exposed. The change was made after two 2019 incidents where farmworkers were sprayed with pesticides while working.

Misclassification and Child Support Payments: Christina Mahoney, Division Chief of the Child Support Enforcement Division, testified in support of HB 3301, an initiative of the Attorney General that would include independent contractors in the directory of new hires to assist with child support enforcement purposes. The bill was signed into law in July as Public Act 103-343.

Protecting Striking Workers from Frivolous Lawsuits: Gov. JB Pritzker signed into law Public Act 103-40, which prevents striking workers from being sued for unintentional property damage that happens as a result of a strike.

Updates to Prevailing Wage Law: During the 2023 Session, the Illinois General Assembly passed several bills which impact prevailing wage projects in Illinois. HB 2845 updates the definition of "public works" in the Prevailing Wage Act to include the transportation and disposal of bio-solids, lime sludge, and lime residue from a water treatment plant or facility, while HB 3370 allows prevailing wages to be paid on power washing projects. HB 3491 allows laborers covered by the Prevailing Wage Act who are paid below the prevailing wage on a project to recover lost wages in a private right of action. All three bills were signed into law by the governor.

OUTREACH

While the Workplace Rights Bureau focuses on investigating alleged violations of Illinois' worker protection laws, the bureau works with many important partners to proactively identify instances where workers are being harmed by workplace rights violations. Unions, worker centers, businesses, advocacy organizations, and workers across Illinois take an active role in identifying bad actors, assisting the Workplace Rights Bureau in protecting Illinois workers and residents. To ensure that workers know their rights, the Workplace Rights Bureau frequently reaches out to these stakeholders to ensure they are aware of what may be a violation of Illinois' worker protection laws

and how they can report any suspected violations. The Attorney General's office works with a variety of organizations, including unions, worker groups, and legislators, to conduct targeted outreach. The bureau also forms and sustains partnerships with other governmental entities at the state and federal levels to further enforcement efforts and protect workers and law-abiding businesses.

NOTABLE WORK

Working with Legislators and Community Groups to Educate Illinois Residents: Throughout the past year, the Workplace Rights Bureau has partnered with legislators to educate their constituents



Attorney General Raoul speaks to workers about his office's efforts to protect workers from wage theft, misclassification and other violations of labor rights as part of the Northern Illinois Public Construction Policy Workshop on March 2, 2023, in Rockford. Workplace Rights Bureau staff joined Attorney General Raoul to provide additional information and resources to attendees who had questions and tips about suspected violations of state workplace protection laws.

about the work that the Workplace Rights Bureau does. Attorneys and specialists within the bureau partnered with Sens. Rob Martwick, Cristina Pacione-Zayas, Steve Stadelman, Karina Villa, Reps. Jaime Andrade, Will Guzzardi, Lindsey LaPointe and Mike Marron. Bureau members also presented to the Westside Community Stakeholders in Chicago. At the in-person, online, and hybrid events, Workplace Rights Bureau representatives informed Illinois residents about the Bureau's work, how they can help, and took questions and tips from attendees.

Informing Labor Groups on the Attorney General's Office's Efforts:

The Workplace Rights Bureau spoke to various groups of union members to explain the process of some of its investigations. Shortly after the office filed the lawsuit against Drive Construction, Public Interest Division Chief Christopher Wells and representatives of the Workplace Rights Bureau spoke at a Statewide Building and Construction Trades Meeting in Bloomington about the investigation and lawsuit. In 2023, representatives of the Workplace Rights Bureau spoke to central labor councils and building trades councils in Decatur, Peoria and Quincy about the work that the bureau does and how union members can assist the bureau in its investigations.

Reaching Out to Public Construction Workers About Their Workplace Rights:

In March 2023, Attorney General Raoul spoke to workers involved with public construction projects in the Rockford area about the Workplace Rights Bureau's efforts to protect Illinois workers against labor law violations and how the Bureau is actively engaging with worker groups throughout the state. Attorney General Raoul

highlighted how the Bureau had received information from IBEW Local 197 and the Mid-America Carpenters Regional Council that led to investigations against employers who violated Illinois' worker protection laws. Representatives of the Workplace Rights Bureau attended the workshop as well to provide additional guidance, answer questions and distribute copies of the 2022 Labor Day Report.

Publishing a Record of Actions to Protect and Defend Workers:

In September 2022, the Workplace Rights Bureau published the office's first Labor Day Report in English and Spanish. The Report chronicled the office's efforts to protect workers and uphold Illinois' worker protection laws over the previous two years. Since its publication, hundreds of copies of the Report have been given to Illinois workers, union members and leaders, state legislators and more.



Assistant Attorney General Samantha Kronk presents on the functions and efforts of the Workplace Rights Bureau at the Worker Protection Education Session hosted by legislators representing the Northwest Side of Chicago at Friendship Community Place on September 20, 2022. Members of the Workplace Rights Bureau frequently give presentations that detail the scope of the bureau's work and how Illinois residents can share tips about violations of workplace rights with the bureau.

RESOURCES

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100 W. Randolph St.
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Springfield Main Office

500 S. Second St.
Springfield, IL 62701

Carbondale Main Office

1745 Innovation Drive
Suites C & D
Carbondale, IL 62901



Workplace Rights Bureau

Helpline: 844-740-5076

Email: workplacerrights@ilag.gov

illinoisattorneygeneral.gov/rights-of-the-people/workplace-rights/

Civil Rights Bureau

Helpline: 877-581-3692

Email: civilrights@ilag.gov

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

illinoisattorneygeneral.gov/rights-of-the-people/disability-rights/



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Springfield, IL 62701
Phone: 217-782-6206

Chicago Office

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160 N. LaSalle St., 13th Floor
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
<http://labor.illinois.gov>

CONCILIATION & MEDIATION

Employee Classification

Phone: 217-782-1710
Email: DOL.ECA@Illinois.gov

Prevailing Wage

Phone: 312-793-3600
Email: DOL.PWD@Illinois.gov

Equal Pay

Phone: 866-372-4365
Email: DOL.Questions@Illinois.gov

Right to Privacy in the Workplace

Phone: 312-793-7307
Email: DOL.RTPW@Illinois.gov

Equal Pay Registration Certificate

Phone: 312-793-6797
Email: DOL.EPRC@Illinois.gov

Victims' Economic Security & Safety Act (VESSA)

Phone: 312-793-2800
Email: DOL.Questions@Illinois.gov

Job Opportunities

For Qualified Applicants

Phone: 312-793-7191
Email: DOL.BTB@Illinois.gov

Worker Adjustment & Retraining Notification (WARN)

Phone: 217-785-4420
Email: DOL.Questions@Illinois.gov

Personnel Records Review

Phone: 312-793-2800
Email: DOL.PRRRA@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

Day Labor Services

Phone: 312-793-8889

Day Labor Services Hotline: 877-314-7052

Email: DOL.DayLabor@Illinois.gov

Minimum Wage/Overtime

Phone: 312-793-2804

Minimum Wage/Overtime: 800-478-3998

Email: DOL.MWOT@Illinois.gov

One Day Rest in Seven (meal period)

Phone: 312-793-2804

Email: DOL.ODRISA@Illinois.gov

Private Employment Agencies

Phone: 312-793-2805

Email: DOL.PrivateEmployment@Illinois.gov

Sub-Minimum Wage & Sheltered Workshops

Phone: 312-793-2806

Email: DOL.MWOT@Illinois.gov

Wage Payment & Collection

Phone: 312-793-2808

Email: DOL.Wages@Illinois.gov

ILLINOIS OSHA

Public Sector Enforcement

Phone: 217-782-9386

Email: DOL.Safety@Illinois.gov

On-Site Safety and Health Consultation Program for Employers

Phone: 800-972-4216

Email: 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

Chicago Office: 312-789-2950

Springfield Office: 217-793-5028

www.dol.gov/agencies/whd

Occupation Safety and Health Administration

Hotline: 800-321-6742

www.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
www.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

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. 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
www.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

