



# Migrant Workers' Rights in Illinois

*Illinois employment laws provide certain protections for workers in agricultural work.*

## Minimum Wage \$9.25 per hour

(Effective Jan. 1, 2020)

## Wage Increases Schedule

Effective July 1, 2020 . . . . . \$10.00

## Unpaid Wages

Employees must receive all wages and final compensation, including earned vacation pay, commissions and bonuses on their next regularly scheduled payday.

All wages earned by any employee must be paid according to the following pay frequency after the end of the pay period in which such wages are earned:

- Semi-monthly or bi-weekly pay period shall be paid to such employee not later than 13 days;
- Weekly pay period shall be paid not later than 7 days;
- Daily pay period as possible on the same day as the wages were earned, or not later in any event for more than 24 hours

Employee "wages" is determined by an employment contract or agreement between the 2 parties, whether the amount is determined

on a time, task, piece, or any other basis of calculation (e.g. minimum number of hours of worked promised for a period of time).

Deductions from paychecks are only allowed if specified by law or authorized in writing by the worker.

## Meal Periods

Employees working 7 ½ continuous hours must be allowed a meal period of at least 20 minutes no later than 5 hours after the start of work.

An employer does not have to pay for the meal period; however, the employer cannot deduct the meal period from pay when they do not allow the worker to actually take the meal break.

## Wage Theft

Examples of wage theft include unauthorized deductions from paycheck, payment to employee is below the minimum wage, non-payment by employer for hours worked or non-payment for overtime hours, charges deducted for tools, supplies or equipment used on the job without employee's written consent or loss of earned benefit time.



For more information or to file a complaint, contact us at:

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Visit the website: <https://www2.illinois.gov/idol/Pages/Complaints.aspx>

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