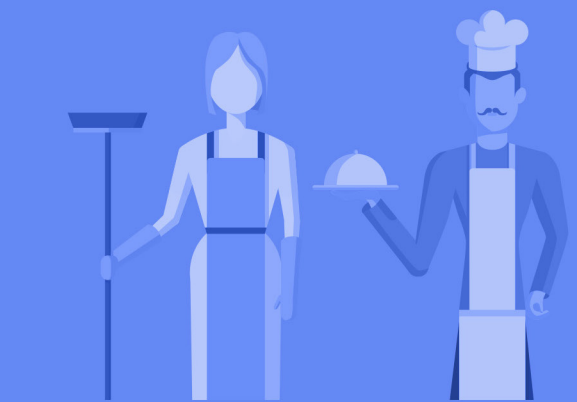


Illinois Attorney General's Office

2026 LABOR DAY REPORT



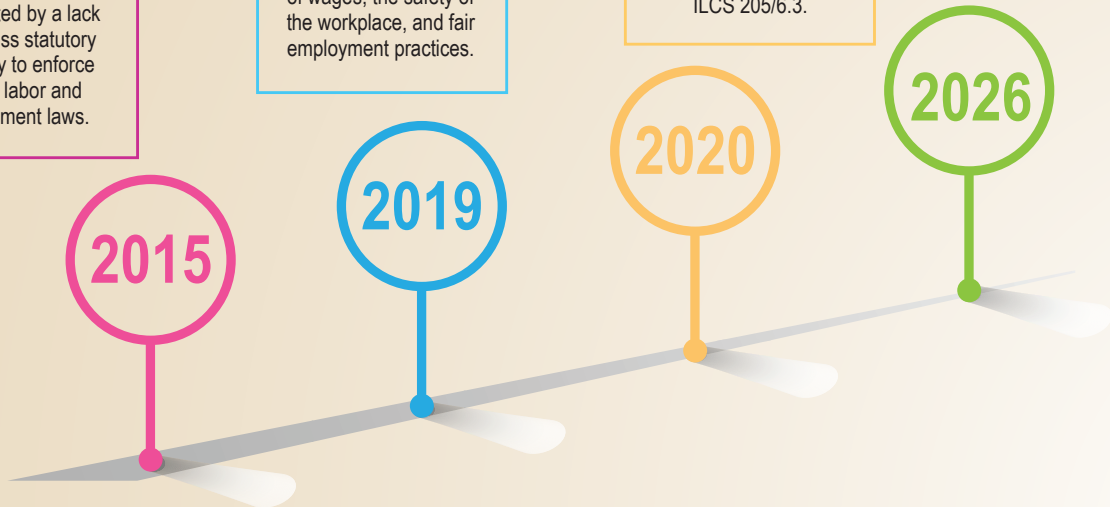
WORKPLACE RIGHTS TIMELINE

Workplace Rights Bureau was created with 3 attorneys tasked with enforcement of employment rights on behalf of the People of Illinois. But, the Bureau was limited by a lack of express statutory authority to enforce Illinois labor and employment laws.

In the first month of his administration, AG Raoul proposed legislation to amend the Attorney General Act to codify the Worker Protection Unit. This would grant his office authority over matters related to the payment of wages, the safety of the workplace, and fair employment practices.

On January 1, 2020 the law went into effect, granting the Workplace Rights Bureau express authority "to intervene in, initiate, and enforce all legal proceedings... whenever the Attorney General determines that such action is necessary to protect the rights and interests of Illinois workers and Illinois businesses." 15 ILCS 205/6.3.

On July 31, Gov. Pritzker signed Public Act 104-0676, a new law that grants the Bureau enhanced investigative tools and raises the stakes for employers who don't comply with the legal processes in place. The law goes into effect on January 1, 2027.



ACCOMPLISHMENTS TO DATE

AG Raoul has grown the bureau to double its size – now 7 attorneys and 2 paralegals. The multi-lingual team has a combined 70 years of focused experience. They initiate investigations, respond to referrals, and actively advocate and educate workers on their rights.

Under Attorney General Raoul, the Workplace Rights Bureau has launched more than 115 investigations, resulting in the recovery of more than \$30 million in unpaid wages, restitution, and civil penalties from employers who have broken the law.



Investigations Opened Since 2019

LABOR DAY REPORT 2026 HIGHLIGHTS

FY26

(July 1, 2025 to June 30, 2026)



PROTECTING THE WAGES WORKERS HAVE EARNED

The Workplace Rights Bureau recovered **\$2,687,500** in unpaid wages, restitution, and penalties from July 1, 2025 to June 30, 2026



STANDING STRONG AGAINST FEDERAL POLICIES THAT WOULD HARM WORKERS

6X we fought the federal administration's unlawful actions:

- Opposing Efforts to Weaken Workplace Safety
- Opposing Efforts to Silence Federal Employees
- Opposing Narrowed Joint Employment Standards
- Challenging Unlawful Worker Visa Fee
- Opposing Misclassification Rule Changes
- Opposing Weakened Agricultural Worker Protections



SHAPING THE LAWS THAT UPHOLD AND EXPAND WORKER PROTECTIONS

16 bills reviewed during
the last legislative session

6 bills where we
recommended changes

3 New Laws passed and signed (as of 8/1/26)

**Strengthening
Workplace Rights
Bureau Act**
Public Act 104-0676

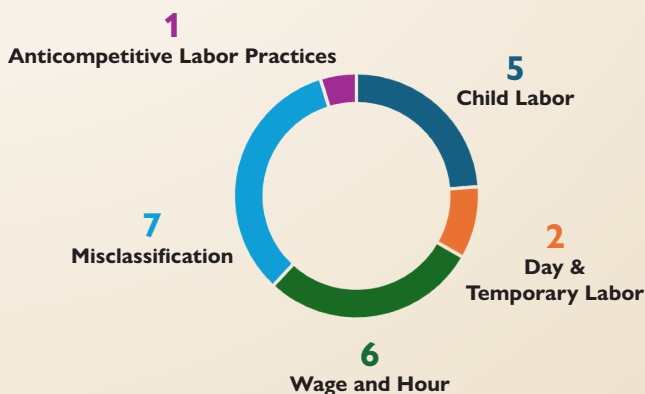
**Paid NICU
Leave Law**
Public Act 104-259

**Addressing
Discrimination by
Artificial Intelligence**
Public Act 103-804

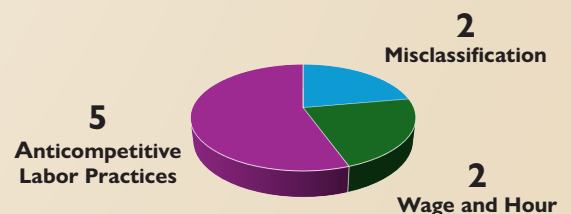


HOLDING EMPLOYERS ACCOUNTABLE

21 INVESTIGATIONS OPENED



9 INVESTIGATIONS RESOLVED



The Workplace Rights Bureau handled over
1,652 WORKER COMPLAINTS



**SCAN TO VIEW
ALL THE PAST
REPORTS**



TABLE OF CONTENTS

Statement from the Attorney General	3
Introduction to the Workplace Rights Bureau	4
Wages and Misclassification	5
Anticompetitive Labor Practices	7
Temporary and Gig Workers	8
Child Labor Protections	10
Employment Discrimination	11
Immigrant Workers' Rights	12
Workplace Safety	13
Multi-State Collaborations	14
New Worker Protection Legislation	16
Workplace Rights Outreach	18
Resources	20



A MESSAGE

FROM ATTORNEY GENERAL RAOUL



I am pleased to present my fifth annual Labor Day Report highlighting the contributions of my office to protect workers' rights. Each Labor Day, we reflect on the historic role that Illinois workers and advocates played during the labor movement of the 1800s to establish safe and fair working conditions. On this Labor Day, we honor those historic contributions and the hard work required to ensure those rights and safety standards are not eroded by changes in labor technologies or political sway. My Labor Day Report shares our recent victories and advances on behalf

of workers in Illinois and across the country, as well as the important roles that so many of our allies and partners have played in these accomplishments.

My office investigates serious and persistent violations of Illinois worker protection laws through our Workplace Rights Bureau. These efforts serve the dual purpose of protecting workers' rights and ensuring that law-abiding businesses can thrive through healthy and fair competition. On a national level, my office leads and joins other states to stop the federal administration from rolling back the hard-earned worker protection standards that benefit all workers. This Report highlights my office's efforts in Illinois and across the country to enforce and advance worker protection laws, including on matters relating to wage and hour violations, child labor laws, anticompetitive employment agreements, new legislation, and more.

Thank you to the advocates, unions, organizations, businesses, and workers who speak out about violations of Illinois labor laws. Each of you is vital to our efforts to address violations of worker protection laws. I encourage anyone with questions or concerns about their workplaces to reach out to my Workplace Rights Bureau. Our bilingual attorneys and staff are happy to speak to workers about their concerns and provide information resources to make sure workers know their rights and who to contact if they need help upholding Illinois labor laws. Together, we make Illinois a leader for all workers.

Happy Labor Day!

A handwritten signature of Kwame Raoul in black ink, featuring a stylized 'K' and 'R'.

Kwame Raoul
Attorney General

INTRODUCTION TO THE WORKPLACE RIGHTS BUREAU

The Workplace Rights Bureau protects and advances the employment rights of workers in Illinois, particularly the state's most vulnerable residents and immigrant populations. The Bureau investigates and litigates matters involving serious or persistent violations of Illinois employment laws and other significant employment practices. In addition, the Bureau monitors and proposes legislation concerning labor and employment issues, comments on proposed regulatory changes, and helps draft amicus curiae briefs on important matters relating to workers' rights. The Bureau was first formed in 2015 and was formally codified into law in 2020 by Public Act 101-0527, which amended the Illinois Attorney General Act. This year, the General Assembly passed new amendments to the Act to further strengthen the ability of the Bureau to combat workplace rights violations.



File a Complaint on our website at <https://illinoisattorneygeneral.gov/File-A-Complaint/>.

The Workplace Rights Bureau has broad authority to enforce Illinois labor and employment laws, and this report highlights recent achievements in areas relating to worker misclassification and wage theft, child labor violations, and misuse of restrictive work covenants, like non-compete agreements, among others. The Bureau often collaborates with the Civil Rights Bureau and Disability Rights Bureau on matters of unlawful employment discrimination, with the Antitrust Bureau on matters of anticompetitive labor behaviors, and with the Special Litigation Bureau on complex litigation matters.

The Workplace Rights Bureau accepts complaints from the public regarding systemic workplace violations and regularly receives referrals from other

state agencies, such as the Illinois Department of Labor. The Bureau also coordinates with federal, state, and local agencies that enforce worker protection laws and community and labor organizations that protect Illinois workers.



WAGES AND MISCLASSIFICATION

The Workplace Rights Bureau investigates systematic and widespread wage law violations in Illinois, including violations of the Illinois 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. When necessary, the Bureau also litigates these matters to adjudicate its claims in court.

The Bureau's investigations often involve dozens or hundreds of workers who have experienced wage theft, and the Bureau helps to recover these unpaid wages for workers while ensuring employers pay their fair share in employment-related taxes, which support vital government services.

NOTABLE WORK

Advocating for Strong Illinois Employment Laws: On March 19, 2026, the Illinois Supreme Court agreed that workers are entitled to pay for all time they are required to be on their employer's premises, adopting a position that Attorney General Raoul and the Illinois Department of Labor had advocated for in an amicus brief filed in support of Illinois warehouse workers in their lawsuit against Amazon, *Johnson v. Amazon.com Services LLC*. In the federal lawsuit, the plaintiffs alleged they were owed for time spent undergoing mandatory public-health screenings at the warehouse prior to their work shifts. At issue was whether federal laws that exclude "preliminary" and "postliminary" job activities from the definition of "hours worked" were incorporated by the Illinois Minimum Wage Law. The district court originally dismissed the workers' claims, but on appeal, the federal appellate panel asked the Illinois Supreme Court to clarify whether Illinois law incorporated the federal exclusions. Raoul and the Department submitted an amicus brief asserting that Illinois had never enacted or incorporated these exclusions. The Supreme Court agreed with this position, concluding that the definition of "hours worked" under Illinois law "necessarily includes preliminary and postliminary activities, explicitly encompassing all time that an employee is required to be on an employer's premises."

"Illinois law goes further than federal law when it comes to protecting the rights of our workers. In Illinois, when a worker is required to spend their valuable time at a workplace for pre-shift tasks, they're entitled to be paid for that time."

**- Attorney General
Kwame Raoul**

Litigating Misclassification and

Unpaid Overtime: On November 3, 2025, Attorney General Raoul filed a lawsuit against a Chicago-based construction company, PMJ Enterprises Inc., following an investigation into its employment practices. Raoul's investigation revealed that PMJ had misclassified its construction workers as independent contractors, made off-the-books wage payments through money orders and checks issued by pass-through companies, and failed to pay hundreds of thousands of dollars in overtime wages. The lawsuit, which remains pending, states that PMJ violated the Illinois Minimum Wage Law, the Employee Classification Act, the Unemployment Insurance Act, and the Illinois False Claims Act. This matter was first brought to the Attorney General's attention by the Mid-America Regional Council of Carpenters.

Filing Suit to Recover Unpaid Wages:

On August 22, 2025, Attorney General Raoul filed a lawsuit against Keystrokes Transcription Service, Inc., Chartnet Technologies Inc., and their common owner, for failing to pay hundreds of thousands of dollars in wages to its medical service transcriptionists. Raoul found that Keystrokes hired employees to remotely transcribe medical records and failed to pay their wages for years, while making false promises of pay to induce employees to keep working. The lawsuit asserts that Keystrokes and the related defendants violated the Illinois Minimum Wage Law and the Illinois Wage Payment and Collection Act, and the suit seeks to recover all owed wages, statutory damages, interest and penalties, and injunctive relief. These violations were first brought to the Attorney General by aggrieved workers, and the litigation remains pending.

Collecting Unpaid Wage Judgments:

The Government Representation Division of the Office of the Attorney General represents the Illinois Department of Labor in court when employers ignore orders by the Department to pay workers their unpaid wages.

**The Division has
recovered**

\$749,063

**in unpaid wages and
penalties on behalf of the
Department for the time
period July 1, 2025 to
June 30, 2026.**



ANTICOMPETITIVE LABOR PRACTICES

Employees should be free to seek new job opportunities without unlawful restrictions. Attorney General Raoul ensures these rights are protected by challenging non-competition and non-solicitation agreements that violate the Illinois Freedom to Work Act. Under the Act, employers cannot use non-competes to stop employees from working for competitors unless the employee earns more than \$75,000 per year, and employers cannot use non-solicitations to stop employees from soliciting co-workers, clients, or vendors for business unless the employee earns more than \$45,000 per year. The Attorney General has also successfully challenged unlawful “no-poach” arrangements, where two or more competitors agree not to hire each other’s workers, as these agreements violate Illinois antitrust laws and chill workers’ opportunities to find new jobs.

NOTABLE WORK

Challenging No-Poach Agreements: In May 2026, Attorney General Raoul’s Antitrust Bureau and Workplace Rights Bureau announced the last of seven settlements fully resolving a lawsuit against Vee Pak LLC, doing business as Voyant Beauty, and six temporary staffing agencies, for engaging in unlawful no-poach agreements. The 2022 lawsuit alleged that Vee Pak facilitated an unlawful no-poach conspiracy by the temporary staffing agencies not to recruit, solicit, or hire temporary employees from one another at the Vee Pak worksite in violation of the Illinois Antitrust Act. Under the recent settlement, Vee Pak has agreed to pay \$625,000, which will primarily be used to compensate temporary workers impacted by the no-poach agreement, and change its policies and practices to prevent future violations.

Through this lawsuit, Raoul secured over \$2.5 million in settlements from all defendants and robust injunctive relief to ensure temporary workers are not prevented from seeking or obtaining new job opportunities.

Setting Aside Unlawful Non-Solicitation Clauses: In February 2026, Attorney General Raoul settled claims that a medical staffing agency, Adelphi Staffing, violated the Illinois Freedom to Work Act when it required employees in Illinois who earned less than \$45,000 to sign non-solicitation agreements. Non-solicitation agreements, which restrict employees from soliciting co-workers or their employer’s vendors or clients for employment or business, are prohibited by the Freedom to Work Act unless the employee earns more than \$45,000 annually. In addition to monetary penalties, the company voluntarily agreed to remove the non-solicitation clause from their agreements and inform affected employees that the clause was not enforceable.

TEMPORARY AND GIG WORKERS

Recent years have seen a rise in “fissured workplaces,” where companies outsource their labor and employment functions to subcontractors, temporary agencies, or management firms, which creates layers of middlemen between workers and the companies where they perform their labor. These extra layers often result in workers earning less, having fewer benefits, and lacking job stability. Often, the fissuring complicates which company may be accountable for workplace rights violations, including unpaid wages or discriminatory practices.

Traditional employment relationships have also been eroded by the rise in the gig economy. Gig economy workers, such as rideshare and delivery drivers, perform on-demand tasks on a contract basis. The flexibility that is often touted as the hallmark perk for gig workers comes at a price, though, because gig workers are often classified as independent contractors and may work long hours at their own expense, without overtime pay, minimum wages, or any safety net. Gig companies are able to increase their profits by transferring some of the costs of doing business to their workers. The Workplace Rights Bureau ensures that all employers, regardless of whether they are traditional or gig employers, adhere to the employment laws that govern their operations.

NOTABLE WORK

Targeting Misclassification and Wage Violations by Gig Staffing Agencies: In the last year, Attorney General Raoul has settled multiple investigations against gig staffing agencies that flout Illinois employment laws, underpay workers, and unfairly undercut competitors. On July 2, 2026, Raoul announced a \$95,000 settlement with a gig staffing agency, GigSmart, which followed a July 23, 2025, settlement with a different gig staffing agency, Wonolo. The companies functioned essentially as temporary staffing agencies but held themselves out as gig companies connecting workers with temporary labor positions at their client companies via their apps. Both companies misclassified most or all of their temporary workers as independent contractors, and as a result, failed to pay them minimum wages, overtime, and four-hour minimums that temporary employees are entitled to for cancelled assignments. Collectively, the two settlements allowed more than 3,800 eligible workers to recover unpaid wages stemming from the misclassification and ensured that future temporary workers for Wonolo and GigSmart will be classified as employees, meaning they will be entitled to minimum wages, overtime, unemployment insurance, workers’ compensation insurance, and four-hour minimum pay for cancelled shifts.



Attorney General Raoul spoke to the American Hotel and Lodging Association in January 2026 about pressing matters in the hospitality sector, including human and labor trafficking.

Upholding the Illinois Day and Temporary Labor Services Act: On May 11, 2026, an Illinois court rejected a constitutional challenge to the Illinois Day and Temporary Labor Services Act after the Attorney General intervened in a private lawsuit on behalf of the Illinois Department of Labor. The lawsuit was brought in state court by the Chicago Workers Collaborative, on behalf of temporary laborers, against Ferrara Candy Company. Ferrara argued that some provisions of the Act were unconstitutional and that others were preempted by the federal Occupational Safety and Health Act. Raoul intervened to defend the Act, and the circuit court agreed that the challenged provisions, which allowed interested parties to file suit under the Act were not unconstitutional and that the provisions of the law that required temporary staffing agencies to provide safety training and prepare temporary workers for anticipated job hazards were not preempted by federal law. This decision upheld protections under Illinois law for the health, safety, and rights of temporary employees.

Fair Pay Practices for Gig Delivery Drivers: On February 26, 2026, Attorney General Raoul, with a bipartisan group of attorneys general and the Federal Trade Commission, announced a \$100 million settlement in a lawsuit asserting that Walmart's Spark Delivery program, which delivers customers their online orders from Walmart, deceived both customers and drivers. The coalition's lawsuit asserted that Walmart offered delivery orders to its Spark delivery drivers through the Spark app, then split or changed parts of orders after drivers had accepted them, which resulted in drivers receiving less than the promised base pay or the full tip shown in the initial offer. Under the settlement, Walmart has paid Spark drivers in Illinois more than \$1.1 million for its violations of the Illinois Consumer Fraud and Deceptive Business Practices Act.

CHILD LABOR PROTECTIONS

Minors are among the most vulnerable workers, and Attorney General Raoul, in partnership with the Illinois Department of Labor, ensures they are protected from labor exploitation and hazardous occupations. The Illinois Child Labor Law of 2024 modernized child labor standards for children aged 15 and younger by updating standards on the number of hours they may work, the hazardous occupations they cannot hold, and the penalties for employers when they violate the laws. The Attorney General is committed to protecting minors in the workplace and holding employers accountable for violations of the child labor laws.

NOTABLE WORK

Enforcing Child Labor Determinations: In March 2026, Attorney General Raoul filed a lawsuit asserting that Lockor LLC, a McDonald's franchise operator in Lockport, Illinois, violated the Child Labor Law more than 550 times by employing workers as young as 14 with no work permits, on late-night and excessively long shifts, including up to 17 hours straight during the school year, and without rest and meal breaks. Raoul is representing the Illinois Department of Labor in this lawsuit, following Lockor's refusal to pay the more than \$2.1 million civil penalties that the Department assessed in its own investigation.

Attorney General Kwame Raoul encourages any employee who was a minor when they worked at Hearthside Food Solutions in Illinois to review the eligibility requirements and file their claims online with the settlement administrator, Atticus Administration, at hearthsidefssettlement.com/.

Minors at Hearthside Eligible for Settlement Funds: 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. Eligible minors whose child labor rights were violated when they worked at Hearthside, including if employed by a temporary staffing agency, are entitled to a portion of the settlement funds in the State's lawsuit.

EMPLOYMENT DISCRIMINATION

Every worker in Illinois has the right to work free of unlawful discrimination. The Attorney General's Workplace Rights Bureau and Civil Rights Bureau investigate patterns and practices of unlawful employment discrimination based on sex, race, ethnicity, gender identity, and other classes protected by the Illinois Human Rights Act. Employees who experience discrimination are treated unfairly and are less likely to be hired and promoted than their counterparts, tend to be paid less, and face more severe sanctions for errors at work. Attorney General Raoul is actively committed to investigating unlawful patterns and practices of workplace discrimination and upholding equal opportunity for all people in their workplaces.

NOTABLE WORK

Challenging Anti-DEI Executive Orders: On June 10, 2026, Attorney General Raoul, as part of a coalition of 20 attorneys general, sued the Trump administration to stop



AG Raoul at a January 2026 press conference detailing a year of action pushing back on unlawful federal policies, including lawsuits to protect federal contractors, along with other Illinois businesses and workers at risk.

President Trump's Executive Order No. 14398, which directs federal agencies to adopt new terms in their contracts prohibiting federal contractors from engaging in "racially discriminatory DEI activities." In their lawsuit, the coalition asserts that the attempt to purge "diversity, equity and inclusion" from federal contracting imposes unclear and confusing requirements on contractors, including requirements that may depart from antidiscrimination policies contractors have already followed for decades, while threatening severe penalties without adequate notice of

what is prohibited. The vague and confusing contract terms impose needless costs on contractors and threaten to chill lawful efforts to prevent, detect, and remedy unlawful discrimination. The lawsuit asks the court to determine that the actions are unlawful and enjoin the imposition of the new contract terms.

IMMIGRANT WORKERS' RIGHTS

Non-citizen and immigrant workers are entitled to the same workplace rights as citizen workers, but they often face significant challenges. Their immigration status may be weaponized against them, or they may be threatened with reports to immigration officials if they complain about workplace rights violations. The Attorney General's office works to ensure that immigrant workers receive the same protections as all other employees without fear of retaliation for speaking up. The Illinois Whistleblower Act specifically protects the rights of all employees to complain about workplace violations without retaliation and prohibits employers from engaging in immigration-related retaliation, such as reporting or threatening to report workers to immigration officials for asserting their rights.

NOTABLE WORK

Opposing Barriers for Asylum Seekers' Work

Authorization: On April 27, 2026, Attorney General Kwame Raoul, with 19 attorneys general, sent a comment letter opposing the U.S. Department of Homeland Security's (DHS) proposed rule that would economically devastate asylum seekers by essentially preventing them from obtaining legal employment. DHS approves asylum seekers' applications for Employment Authorization Documents, which are necessary to obtain legal work, and the proposed rule would effectively and indefinitely pause this application process for asylum seekers. In the comment letter, Raoul and the coalition urged DHS to forego the proposed rulemaking because it will leave applicants vulnerable to exploitation and without the appropriate documents to support themselves and safely contribute to Illinois' economy.



Attorney General Raoul presented the keynote speech at the Annual National Immigrant Justice Center's Human Rights Awards luncheon in June 2026 and was presented with the Jeanne & Joseph Sullivan Award for his office's efforts to uphold the legal rights of all people in Illinois, including championing legislation protecting whistleblowers from immigration-related retaliation in the workplace and investigating employers that exploit and prey on vulnerable and immigrant worker populations.

Defending Immigrants' Rights to Privacy in the Workplace: In August 2025, a federal judge agreed with Attorney General Raoul and dismissed a lawsuit by the U.S. Department of Justice that argued that federal immigration laws preempted the employment eligibility verification provisions of the Illinois Right to Privacy in the Workplace Act. The district court's decision found there was no preemption and upheld the provisions, particularly because of the State's historic powers of regulating issues of employment.

WORKPLACE SAFETY

Employees are entitled to work under safe conditions, and the Attorney General strongly advocates for safe working environments. Illinois OSHA, a division of the Illinois Department of Labor, oversees safety in the public sector to ensure that all workers in Illinois are safe in their workplaces, whereas health and safety in private workplaces is enforced by the federal Occupational Safety and Health Administration (OSHA).

NOTABLE WORK

Leading Opposition to Safety Rollbacks: On November 1, 2025, Attorney General Kwame Raoul co-led a multi-state coalition with the Pennsylvania Department of Labor & Industry in filing comments opposing a proposed federal rule that would sharply limit employers' liability for known hazards in inherently risky professions. Raoul's comment urged the Occupational Safety and Health Administration (OSHA) to withdraw its proposal to narrow OSHA's General Duty Clause by restricting enforcement for hazards considered inherent to certain professional activities, such as live performances, animal training, motorsports, and extreme sports. Raoul and the coalition argued that the proposed rule went against the plain language and congressional intent of the OSH Act and would leave many workers in these industries without critical federal safety protections.



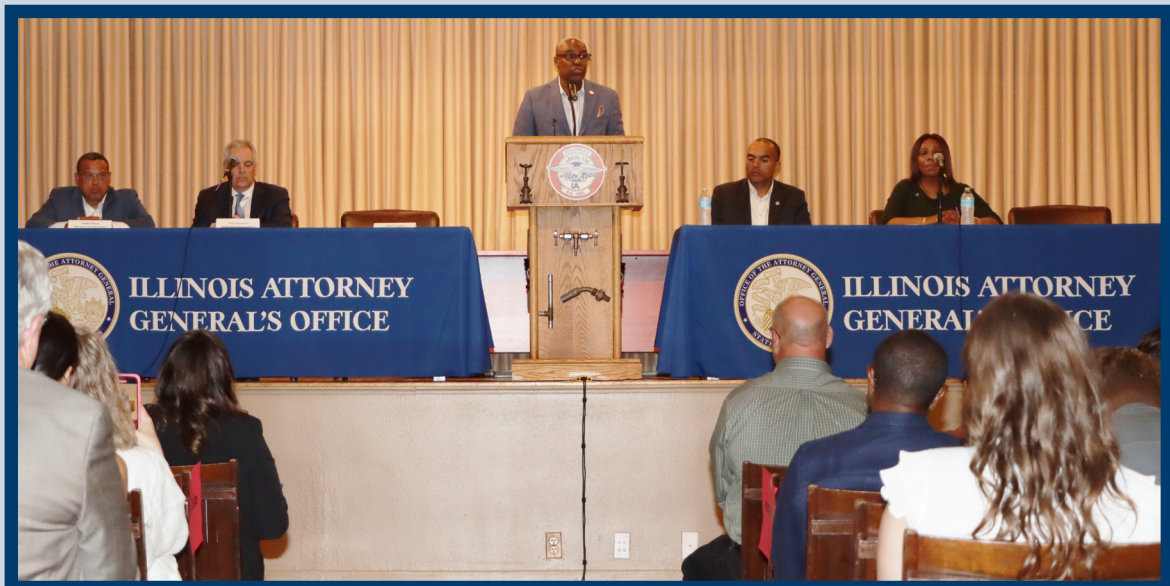
AG Raoul finishing remarks at the City Club of Chicago that covered how the OAG can take action on behalf of Illinois residents, including those workers who contribute to our state's economic health.

MULTI-STATE COLLABORATIONS

Attorney General Raoul collaborates with other state attorneys general throughout the country to advocate for workers' rights and challenge actions by the federal administration that undermine those rights and protections. Raoul frequently leads and joins other states in opposing proposals that would diminish worker protections, institutions, and harm workers by filing suit, amicus briefs, comments to regulatory bodies, and advocating for stronger protections. Below are some examples of Attorney General Raoul's multistate collaborations to preserve and protect workers' rights.

NOTABLE WORK

Opposing Efforts to Silence Federal Employees: On June 26, 2026, Attorney General Kwame Raoul filed a comment opposing the U.S. Office of Personnel Management's (OPM) proposed government-wide, Non-Disclosure Agreement (NDA) that would silence federal civil servants. The proposed NDA would have a chilling effect by threatening to remove, debar, or criminally penalize federal civil servants for speaking out about the federal government. In the comment, the multi-state coalition of 16 attorney generals asserted this may result in workers choosing to stay silent rather than risk discipline, termination, or criminal penalties, even when their speech is constitutionally protected and would serve the public interest.



Attorney Raoul at the July 2025 Town Hall held at the Plumbers Hall in Chicago. He hosted the attorneys general from Minnesota, Rhode Island, Washington and New York to discuss the joint actions and collaborations on issues that have a broad impact.

Opposing Narrowed Joint Employment Standards: On June 22, 2026, Attorney General Raoul submitted a comment opposing a proposed rulemaking by the U.S. Department of Labor that would narrow the standard used to determine whether two or more employers are joint employers with respect to an employee. The proposed rule would use a four-factor test that goes against established precedents and narrow the circumstances under which joint employment may be found under federal employment laws. A multi-state coalition joined AG Raoul and asserted this would negatively impact the ability of workers in fissured workplaces, including temporary workers, to seek relief for wage and hour violations under federal law. Illinois employment laws are stronger, making it harder for joint employers to avoid liability for their violations.

Challenging Unlawful Worker Visa Fees: On June 8, 2026, Attorney General Raoul obtained a court ruling vacating the Trump administration's unlawful policy of imposing a \$100,000 tax on new H-1B visa petitions, which allow highly skilled, foreign workers to temporarily work in specialty professions and occupations in the U.S. The lawsuit he had filed with a coalition of other states asserted that the administration imposed this fee without following the notice-and-comment process and without adhering to the Congressional guardrails that limit such fees to a reasonable amount necessary to administer the visa program. Hospitals and healthcare centers, public and private colleges and universities, and local school districts across Illinois rely on the H-1B visa program to hire professionals in fields with critical labor shortages.

Opposing Misclassification Rule Changes: On April 27, 2026, Attorney General Kwame Raoul filed a comment opposing a proposed rule by the U.S. Department of Labor to weaken the test used to determine whether a worker is an employee or an independent contractor. The proposed rule would replace the current "economic realities" test with a "core factors" analysis when determining employment status under federal employment laws, which the he and a multi-state coalition asserted would depart from decades of precedent, lead to an increase in misclassification, and incentivize unscrupulous employers to misclassify workers.

Opposing Weakened Agricultural Worker Protections: On September 2, 2025, Attorney General Raoul submitted a comment to the U.S. Department of Labor opposing a proposed rescission of a 2024 final rule strengthening H-2A visas protections. Workers on H-2A visas are agricultural workers hired to work in the U.S. on a temporary basis and who return to their home countries after their work is complete. Raoul and the 18-state coalition argue the proposed rule will harm U.S. workers, including by depressing their wages and using arbitrary standards to prioritize the hiring of H-2A workers over U.S. workers because they can be paid less.

NEW WORKER PROTECTION LEGISLATION

Each year, the Illinois General Assembly convenes in the Illinois State Capitol in Springfield to carry out its functions of enacting, amending, or repealing state laws, among other important duties. The Attorney General's Legislative Affairs Bureau carefully tracks new and proposed legislation in the General Assembly, and the Workplace Rights Bureau helps to review legislation that impacts workers' rights. Below is a summary of recent bills introduced in this legislative cycle, as well as new laws that have been passed and will go into effect.

NOTABLE BILLS RECENTLY FILED

Strengthening the Workplace Rights Bureau: On May 20, 2026, Attorney General Kwame Raoul applauded the General Assembly's passage of his legislation to strengthen the Workplace Rights Bureau. House Bill 4725, sponsored by Sen. Omar Aquino and Rep. Jay Hoffman, enhances the ability of the Bureau to investigate and prosecute potential violations of the laws that protect working people in Illinois, clarifies the Bureau's jurisdiction, streamlines subpoena processes to prevent delay tactics and expensive court battles, grants the Bureau investigative tools already in use by other governmental labor law enforcers, and penalizes employers that intentionally destroy evidence or refuse to comply with the law. The bill reflects Attorney General Raoul's commitment to protecting workers and law-abiding employers from companies that skirt their legal obligations. Assistant Attorney General Jack Cramer and Deputy Chief Christian Arizmendi of the Workplace Rights Bureau testified in support of the bill, which passed with bipartisan support. The bill was signed into law by Governor Pritzker on July 31, 2026 as Public Act 104-0676 and will go into effect on January 1, 2027.



Attorney General Raoul speaks to the Senate Budget Committee about the priorities he has set for the office to protect the rights of those who live and those who work in Illinois.

New Collective Bargaining Rights for Rideshare Drivers: On June 26, 2026, the General Assembly passed House Bill 5090, which would create the new Transportation Network Driver Labor Relations Act. This Act would allow rideshare drivers to unionize and set

out the processes for doing so, ultimately paving the way for rideshare drivers, through a union, to negotiate with their companies regarding wages and other working conditions. This bill is awaiting signature from Gov. Pritzker and, if signed, will take effect upon becoming law.

Removing Driver's License Barriers for Job Applicants: On June 26, 2026, the General Assembly passed House Bill 4758, amending the Job Opportunities for Qualified Applicants Act, to prohibit employers from requiring valid driver's licenses for job applicants unless driving is an essential function of the job and a business necessity. This bill is awaiting signature from Gov. Pritzker and, if signed, will take effect on January 1, 2027.

Protecting Volunteer Emergency Workers: On June 18, 2026, the General Assembly passed House Bill 1353, which amends the Volunteer Emergency Worker Job Protection Act to strengthen employment protections for employees who are also volunteer emergency

workers. This bill was signed into law by Gov. Pritzker as Public Act 104-0581 and will take effect upon becoming law.

Expanding Discrimination Protection for Healthcare: On June 26, 2026, the General Assembly passed House Bill 5284, which in addition to creating the Illinois Menopause Equity and Care Act, amends the Illinois Human Rights Act to explicitly prohibit employment discrimination or failure to provide reasonable accommodations for employees experiencing perimenopause, menopause, and associated medical or symptomatic conditions. If signed into law, this bill would become effective January 1, 2027.

Providing Paid Jury Duty Time: On June 18, 2026, the General Assembly passed House Bill 4844, which would amend Illinois law to mandate paid leave for jury duty. This bill was signed into law by Gov. Pritzker as Public Act 104-0683 and will take effect upon becoming law.

NEW LAWS IN EFFECT

Paid NICU Leave Law: On June 1, 2026, the Illinois Family Neonatal Intensive Care Leave Act went into effect, via Public Act 104-259. The new law grants unpaid, job-protected leave to eligible employees with a child in a neonatal intensive care unit (NICU).

Addressing Discrimination by Artificial Intelligence: On January 1, 2026, Public Act 103-804 amended the Illinois Human Rights Act to make it a civil rights violation for employers to use artificial intelligence in employment-related decisions when doing so subjects employees or job applicants to unlawful discrimination. The Act also requires employers to disclose their use of artificial intelligence in making employment-related decisions.

WORKPLACE RIGHTS OUTREACH

The Workplace Rights Bureau partners with local, state, and national groups to inform the public on workers' rights and spread awareness of our Office's successes. The Bureau speaks with unions, worker centers, legislators, businesses, advocacy organizations, and workers to help identify employers that may be engaging in unlawful employment violations in Illinois and provides training on how to recognize and report violations of worker protection laws in Illinois. The Attorney General's office also works other governmental entities at the local, state, and federal levels to enhance enforcement efforts and protect workers and law-abiding businesses.

NOTABLE WORK

Collaborating on Enforcement Strategies: In February 2026, attorneys from the Workplace Rights Bureau attended a convening of state and local labor agency leaders, advocates, and policy experts from across the country to identify current challenges in labor enforcement due to actions by the federal administration, and to share strategies and collaborate on solutions.

Connecting with the Building Trades: In November 2025, the Chief of the Workplace Rights Bureau, Aaron Wenzloff, presented at a meeting of the Statewide Building Trades Unions in Bloomington, Illinois, about recent accomplishments in protecting laborer's rights in the construction industry.



Deputy Chief of the Workplace Rights Bureau, Christian Arizmendi, joined by Executive Director of the National Alliance for Fair Contracting, Geoffrey Griffith, and co-panelist Wisconsin Department of Workforce Development Secretary Amy Pechacek, at the 2025 NAFC Annual Conference in Chicago.

Presenting on Workplace Rights Bureau: In October 2025, the Deputy Chief for the Workplace Rights Bureau participated on a panel at the 2025 Annual National Conference of the National Alliance for Fair Contracting, where he shared information about the Bureau's efforts to protect construction worker' rights, such as recovering stolen wages, addressing misclassification, and ensuring fair competition for Illinois employers, and how to identify commonly-encountered schemes used to underpay construction workers,.

Supporting New Worker Protection Units: On September 26, 2025, Attorney General Raoul participated in a virtual roundtable by the Oregon Department of Justice where Oregon Attorney General Dan Rayfield announced his new Working Families Unit to protect workers' rights, and Raoul shared insight and success stories from his Workplace Rights Bureau.

Speaking to Students: On November 5, 2025, Attorney General Raoul spoke with students in their Constitutional Law class at the University of Illinois Chicago School of Law about the pressing work of his office to uphold constitutional rights and limitations, including federal overreach on matters of Illinois state employment laws.

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

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/



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
labor.illinois.gov

CONCILIATION & MEDIATION

Employee Classification

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

Personnel Records Review

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

Equal Pay

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

Prevailing Wage

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

Equal Pay Registration Certificate

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

Right to Privacy in the Workplace

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

Job Opportunities

For Qualified Applicants

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

Victims' Economic Security & Safety Act (VESSA)

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

Leave Rights Division

Phone: 312-793-2600
Email: DOL.PaidLeave@Illinois.gov

Worker Adjustment & Retraining Notification (WARN)

Phone: 217-785-4420
Email: 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

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

dol.gov/agencies/whd

Occupation Safety and Health Administration

Hotline: 800-321-6742

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
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
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]

Thank You to our partners...

Unions and Labor Organizations

Mid-America Carpenters Regional Council

Plumbers Local 130

Painters District Council No. 30

Bricklayers District Council 1

IBEW Local 197

International Union of Bricklayers and Allied Craftworkers

Painters Council District 30

Midwest Region Foundation for Fair Contracting

Roofers and Waterproofers Local 11

Liuna

Teamsters

Indiana, Illinois, Iowa Foundation for Fair Contracting

Workers' Rights Centers

Raise the Floor

Arise Chicago

Chicago Workers Collaborative

National Labor Action Network

Warehouse Workers for Justice

Chicago Community and Workers Rights

*...and to all of the workers and advocates who have reached out to us
to help protect workers in Illinois.*

