

# Recent, and Upcoming, Changes in Illinois Employment Law

Labor & Employment Workforce Watch

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In 2021, the Illinois Equal Pay Act and the Illinois Business Corporation Act were amended to impose new compliance obligations on employers operating within the state. With the first of these obligations—requiring employers to apply for an equal pay registration certificate—recently becoming effective, and the second—requiring disclosure of workplace demographic and pay information—looming, now is a good time for Illinois employers to review and, if necessary, adapt their practices to comply with these changes in the law.

## Equal Pay Registration Certificate Requirement

[SB 1480](#) and [SB 1847](#) amended the Illinois Equal Pay Act to require certain private employers to obtain equal pay registration certificates from the Illinois Department of Labor (“DOL”). Employers that are subject to this requirement (detailed below) and transacting business in Illinois must apply for an equal pay registration certificate between March 24, 2022 and March 23, 2024, and must recertify every two years thereafter. The DOL will assign each impacted employer a deadline to submit their application within the initial two-year window. While it is unclear how application deadlines will be assigned, the DOL will provide employers with at least 120 days’ advanced notice of their respective deadlines.

Here are the basics that Illinois employers need to know:

- Who is Impacted: