

Illinois Amends the Day Labor Services Act



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Illinois Governor Bruce Rauner has signed legislation that amends the Illinois Day and Temporary Labor Services Act (820 ILCS 175/1). These amendments, which take effect in June 2018, afford certain protections to temporary employees. The new law includes the following provisions:

- The employment notice provision of the Act requires a temporary labor service agency to furnish the temporary laborer with a notice that includes the “types of equipment, protective clothing, and training that are required for the task.”
- If the temporary laborer is furnished transportation to the worksite, return transportation must also be provided unless the temporary worker agrees to alternative transportation.
- The temporary labor agency and third party client are barred from charging the temporary laborer the expense of completing a consumer report, criminal background check, or drug test of any kind.
- The temporary labor service shall attempt to place the temporary laborer into a

permanent position with a third party client when the client informs the service of its plan to hire a permanent employee.

- When the temporary labor service agency submits its annual report to the Department of Labor, the report must disclose the race and gender of the temporary laborers. This information is exempt from disclosure under the Freedom of Information Act.

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