

Illinois Equal Pay Act's Certification Requirement Extended to More Employers

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Illinois Governor J.B. Pritzker has signed into law an amendment to the Illinois Equal Pay Act (IEPA) requiring companies with 100 or more employees in Illinois to obtain an equal pay registration certificate from the Illinois Department of Labor (IDOL).

Previously, only companies with *more than* 100 employees were required to complete the IEPA registration certification.

This means that more employers must ensure compliance with IEPA's substantial and, at times, confusing reporting requirements. For instance, under the law, there is no fixed deadline for certification ([IDOL is assigning deadlines](#) on a rolling basis). Further, questions remain on what analyses, if any, are necessary to support certification.

The IDOL has posted frequently asked questions about applying for an Equal Pay Registration Certificate. The IDOL has indicated it will be publishing proposed regulations on May 20, 2022. Jackson Lewis attorneys will provide an update when the proposed regulations are published.

If you have questions about how your company should be addressing registration under the IEPA, please contact the Jackson Lewis attorney with whom you work.

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