

Legal Update Article

# Illinois Amends 'One Day Rest in Seven Act' to Prohibit Employer Retaliation

By Neil H. Dishman, J. Casey Leech & Oliver Francis Page

April 16, 2025

## Meet the Authors



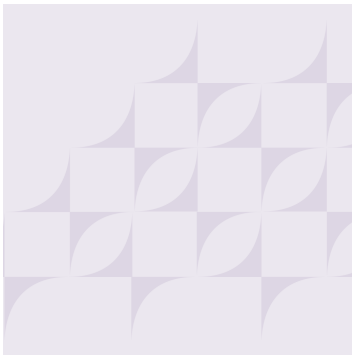
### Neil H. Dishman

Principal  
(312) 803-2530  
Neil.Dishman@jacksonlewis.com



### J. Casey Leech

Associate  
(312) 803-2521  
Casey.Leech@jacksonlewis.com



### Oliver Francis Page

Associate  
(312) 803-2515  
Oliver.Page@jacksonlewis.com

## Related Services

Employment Litigation  
Wage and Hour

## Takeaways

- The state’s “One Day Rest In Seven Act” now includes anti-retaliation provisions and an enforcement mechanism.
- Employers should review their policies and practices and ensure they are compliant with the new law.

## Related link

- [Illinois General Assembly - Full Text of Public Act 103-1082](#)

## Article

Recent [amendments to the Illinois One Day Rest In Seven Act](#) (ODRISA) prohibit employers from retaliating against employees and create an enforcement mechanism. The amendments went into effect March 21, 2025.

ODRISA requires employers to provide employees with at least 24 hours of rest in every “consecutive seven-day period.” It also requires meal periods of at least 20 minutes every 7.5 hours worked (and an additional 20-minute meal period for employees who work shifts of 12 hours or longer). Employers must also provide employees with reasonable restroom breaks.

Under the recent amendments, retaliation is prohibited against employees who have:

1. Exercised their rights under ODRISA;
2. Made ODRISA complaints to their employer or the Illinois Department of Labor (IDOL);
3. Instituted or are about to institute a proceeding under ODRISA; or
4. Testified or are about to testify in any investigation or proceeding under the Act.

820 ILCS 140/5.5.

An employee who believes their employer has violated ODRISA’s anti-retaliation provisions may file a claim with the IDOL and recover “all legal and equitable relief as may be appropriate.” 820 ILCS 140/7(b)(4).

The amendments also create an enforcement mechanism. The IDOL (represented by the Illinois attorney general) could assess penalties and fees and, ultimately, seek to enforce such penalties and fees by bringing a civil action “in any circuit court or in any administrative adjudicative proceeding under [the] Act.” 820 ILCS 140/7(d).

Employers should review their policies and practices and ensure they are compliant with the new ODRISA provisions. Jackson Lewis attorneys are available to answer questions about the potential impact of the amendments on your business.

©2025 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on employment and labor law since 1958, Jackson Lewis P.C.'s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable, and share our clients' goals to emphasize belonging and respect for the contributions of every employee. For more information, visit <https://www.jacksonlewis.com>.