

Restore Rule of Law at Work

Support HB690, the Responsible Job Creation Act, sponsored by Rep. Carol Ammons.

PROBLEMS	CURRENT LAW	2017 BILL OF RIGHTS
<p>Companies are replacing good, permanent jobs with permanently temporary jobs.</p>	Outdated laws encourage companies to temp out good jobs.	Requires equal pay and benefits for temps as direct hire employees at the same location
	There are no legal incentives for companies to directly hire temps into permanent positions, and no monitoring.	Requires temp agencies to report to IDOL the number and ratio of temp jobs that lead to permanent placements
	Fees that temp agencies charge companies when they directly hire temp workers into permanent positions are restricted, but there is no way to monitor compliance.	Requires temp agencies to disclose fees charged to companies for permanent placements on paystubs Increases daily fine for violation of placement fee limits
<p>Temping out jobs gives companies more control with less legal responsibility.</p> <p>Temp agencies too often are used by companies to evade workplace laws and operate in ways that make it hard to detect violations.</p>	<p>Temp agencies must register with IDOL and companies must use registered agencies, but unregistered agencies persist.</p> <p>Agencies must inform workers of the company and wages for which they're working, but violations are rarely penalized.</p>	<p>Increases registration fee and daily fine for temp agencies that fail to register, generating additional enforcement funds</p> <p>Creates a minimum fine in case workers aren't informed</p> <p>Requires agencies certify under oath that their policies comply with the law and secure a surety bond (like insurance) in case of violations</p>
<p>Retaliation is an unbridled threat that prevents workers from reporting injuries and bringing other abuses to light for enforcement.</p>	<p>Temp agencies and companies are prohibited from retaliating against workers who exercise their rights, but proving retaliatory motive is too big of a burden for workers to bear, causing legitimate claims to fail.</p>	<p>Requires employers prove they lawfully ended workers' jobs if jobs end within 90 days of workers exercising rights under the Temp Services Act</p> <p>Requires companies provide workers with written assurance that they will not be retaliated against for reporting injuries</p> <p>Creates \$10,000 minimum relief remedy for retaliation</p>

"We need to hold companies accountable for why they end assignments to make sure it was not for sexual harassment or mistreatment. If a person comes to work every day on time, does what's assigned every day, they shouldn't be terminated without question." - Illinois temp worker

PROBLEMS

CURRENT LAW

2017 BILL OF RIGHTS

Companies increase profits by turning workplaces into sweatshops.

Temps are far more likely than directly hired employees to be injured on the job by known hazards in violation of their health and safety rights.

Federal law prohibits exposing workers, including temps, to hazards, but there are gaps in the law around how temp workers are actually protected.

Requires companies perform an analysis of job hazards and safety equipment and training required for temped out work

Requires safety training include how to report safety concerns, and requires temp agencies track trainings

Creates a minimum fine for health and safety violations

Temps experience unlawful discrimination, especially in hiring.

State and federal law prohibit discrimination, but proving discrimination is impossible because temp agencies aren't required to track the race and gender of assigned workers.

Requires temp agencies keep records of the race and gender of applicants and assigned workers

Companies direct agencies to call in workers but then send them home without work. These workers are often not paid, in violation of Illinois law.

Agencies must pay a four hour minimum wage. Companies, liable for other wage violations, are not held jointly responsible for minimum pay in these cases.

Makes companies jointly liable for four hour minimum pay

Temps' wages are stolen, including by being nickle and dimed for drugs tests and background checks.

Temp agencies are prohibited from charging workers for mandatory transportation, but not for drug tests or background checks.

Prohibits temp agencies from charging workers fees for drug tests and background checks

Workers experience other indignities particular to temp work, such as not having a ride back from a job site after being required to take provided transportation to the site and having schedules change at the last minute.

Requires temp agencies that require workers take transportation to a job site provide return transportation

For multi-day assignments, requires notice of schedules and 48 hour notice of schedule changes