

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Chapter: I Department of Labor

Sub Chapter: a General Administrative Rules

Part #: 100 Prevailing Wage Hearing Procedures

Section: 5	Applicability
Section: 10	Policy
Section: 20	Applicability (Renumbered)
Section: 22	Definitions
Section: 24	Notice of Violation
Section: 26	Initiation of Hearing
Section: 28	Two Year Debarments
Section: 30	Notice of Hearing (Repealed)
Section: 40	Intervention (Repealed)
Section: 50	Postponement or Continuance of Hearing (Repealed)
Section: 60	Hearing Examiner; Power and Duties (Repealed)
Section: 70	Pre-Hearing Conference (Repealed)
Section: 80	Consent Findings and Rules or Orders (Repealed)
Section: 90	Discovery (Repealed)
Section: 100	Hearing (Repealed)
Section: 110	Hearing Examiner's Decision (Repealed)
Section: 120	Judicial Review (Repealed)

Part #: 110 Arbitration Policies, Functions and Procedures

Section: 10	Scope and Authority
Section: 20	Policy
Section: 30	Administrative Responsibilities
Section: 40	Roster of Arbitrators; Admission and Retention
Section: 50	Listing on the Roster; Criteria for Listing and Retention
Section: 60	Freedom of Choice
Section: 70	Procedures for Arbitration Services
Section: 80	Arbitrability (Repealed)
Section: 90	Nominations and Designations of Arbitrators
Section: 100	Selection and Appointment of Arbitrators
Section: 110	Conduct of Hearings
Section: 120	Decision and Award
Section: 130	Fees and Charges of Arbitrators and the Service
Section: 140	Reports and Biographical Sketches
Section: 150	Status of Hearings

Part #: 120 Name Rules of Procedure in Administrative Hearings

Sub Part A General Provisions

Section: 100	Applicability
Section: 110	Definitions
Section: 115	Non-Applicability of the Rules (Repealed)
Section: 120	Burden and Standard of Proof
Section: 130	Filing
Section: 140	Form of Papers Filed

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 150	Computation of Time (Repealed)
Section: 160	Referral to Illinois Supreme Court Rules and Code of Civil Procedure (Repealed)
Sub Part B	Notice of Hearing, Service and Appearance
Section: 200	Notice of Hearing
Section: 210	Manner of Service
Section: 220	Appearance
Sub Part C	Answer, Motion, Joinder and Intervention
Section: 300	Answer
Section: 301	Motions
Section: 310	Consolidation and Severance of Matters
Section: 320	Intervention
Section: 330	Postponement or Continuance of Hearing
Sub Part D	Prehearing Conferences, Discovery and Subpoenas
Section: 400	Prehearing Conferences
Section: 410	Discovery
Section: 420	Subpoenas
Sub Part E	Conduct of Hearings and Rules of Evidence
Section: 500	Authority of Administrative Law Judge
Section: 510	Ex Parte Communications
Section: 520	Disqualification of Administrative Law Judge
Section: 530	Contumacious Conduct
Section: 540	Consent Findings and Rules or Orders
Section: 545	Settlement Agreements
Section: 550	Conduct of Hearings
Section: 560	Rules of Evidence
Section: 570	Official Notice (Repealed)
Section: 580	Hostile or Adverse Witnesses (Repealed)
Sub Part F	Post-Hearing Procedures
Section: 600	Default
Section: 610	Record in Contested Cases
Section: 620	Briefs
Section: 630	Administrative Law Judge's Findings and Opinions (Repealed)
Section: 640	Administrative Law Judge's Decision and Order
Section: 650	Administrative Law Judge's Recommendations
Section: 660	Order of the Director
Section: 670	Judicial Review

Chapter: I Department of Labor
Sub Chapter: b Regulation of Working Conditions
Part #: 200 Illinois Minimum Wage Law

(Repealed at 19 Ill. Reg. 6573, May 2, 1995)

Part #: 205 Toxic Substances Disclosure to Employees

Sub Part A	General Provisions
Section: 20	General Purpose
Sub Part B	Requirements

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 200	Definitions
Section: 210	Employee Rights
Section: 220	Submission of Information to the Department of Labor
Section: 230	Labeling
Section: 240	Posting of Signs
Section: 250	Training
Section: 260	Enforcement Hearing Procedures
Section: 270	Toxic Substances List Additions/Deletions(Repealed)
Section: 280	Material Safety Data Sheets (MSDS)
Section: 290	Trade Secret Procedures
Section: 300	Fire Safety
Section: 310	Exemptions
APPENDIX A	Hazard Warnings (Non-Mandatory Guidance)
APPENDIX B	Trade Secrets
TABLE A	Toxic Substances List (Repealed)

Part #: 210 Minimum Wage Law

Sub Part A General Provisions

Section: 100	Application of the Act
Section: 110	Definitions
Section: 120	The Use of Federal Definitions of Various Terms
Section: 130	Length of Coverage for an Employer
Section: 140	Uniforms
Section: 150	Forbidden Activity Covered by Other Laws
Section: 160	Communication with the Department and the Director

Sub Part B Establishment of Minimum Wage Allowance for Gratuities

Section: 200	Meals and Lodging
--------------	-------------------

Sub Part C Sex Discrimination

Section: 300	Sex Discrimination
--------------	--------------------

Sub Part D Overtime

Section: 400	Determining Workweek for Overtime
Section: 410	Exclusions from the Regular Rate
Section: 420	Regular Rate of Pay Determination of Overtime
Section: 430	Methods of Computing Overtime
Section: 440	Overtime-General

Sub Part E Employment of an Individual with a Disability at Wage Less than the Minimum Wage Rate

Section: 500	Application for a License to Employ an Individual with a Disability at a Wage Less than the Minimum Wage Rate
Section: 510	Criteria Used to Establish the Necessity of a Sub-Minimum Wage

Sub Part F Employment of Learners at a Wage Less than The Minimum Wage Rate

Section: 600	General Provisions
Section: 610	Application to Employ a Learner
Section: 620	Employing More Than One Learner
Section: 630	Basic Learner Training Requirements
Section: 640	Student Learners in Work Study Programs

Sub Part G Records, Posting and Notice Requirements

Section: 700	Contents of Records
--------------	---------------------

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 710	Identification of Learner or Individual with a Disability
Section: 720	Minimum Records of Gratuities
Section: 730	Records Kept Outside of the Business Premises
Section: 740	Notice to Employers - Copies of the Act and Rules and Regulations
Sub Part H	Inspection Procedure
Section: 800	Investigations
Section: 810	Investigation Procedures
Section: 820	Enforcement Procedures
Sub Part I	Informal Investigative Conference on Inspection Results
Section: 900	Request for Review by Employer Subject to an Inspection
Section: 910	Petition to Intervene by Employee or Former Employee Covered by an Inspection
Section: 920	Convening an Informal Investigative Conference
Section: 925	Continuances of Informal Investigative Conference
Section: 930	Application of the Rules of Evidence - Pleadings and Procedures in an Investigative Conference
Section: 940	Attorney and Witnesses in Investigative Conference
Section: 950	Contumacious Conduct in Investigative Conference
Section: 960	Telephone Conference
Section: 970	Request for Review
Sub Part J	Assessment of Penalties and Punitive Damages
Section: 1000	Assessment and Notice of Underpayment, Penalties, and Punitive Damages
Section: 1010	Employer Conduct Deemed Willful
Section: 1020	Uncontested Payment of Underpayments, Penalties, and Punitive Damages
Section: 1030	Exception to Notice of Underpayments, Penalties, and Punitive Damages
Section: 1040	Informal Investigative Conference on the Assessment of Underpayments, Penalties, and Punitive Damages
Section: 1050	Final Determination of Penalties and Punitive Damages
Part #: 220 Six Day Week Law	
Sub Part A	Definitions
Section: 100	Definition of the Act
Section: 105	Director
Section: 110	Year
Section: 115	Week
Section: 120	Permit
Section: 125	Defining the Word Required in the Phrase "No Employee Shall be Required to Work", Section 4 of the Act, (Illinois Revised Statutes, 1977, Chapter 48, Section 8d)
Section: 130	Employee
Section: 135	Time Book
Section: 140	Agriculture
Section: 145	Emergency under Section 2 of the Act, (Illinois Revised Statutes, 1977, Chapter 48, Section 8b (2))
Sub Part B	Responsibilities of Employers

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 200	Permits
Sub Part C	Responsibilities of The Director
Section: 300	Written Requests for Permits
Section: 305	Telephone Requests for Permits
Section: 310	Record of Permits
Sub Part D	Timeliness of Employer Requests
Section: 400	Notice to the Employer
Sub Part E	Cancellation of Permit
Section: 500	Written Request for Permits
Section: 505	Telephonic Requests
Sub Part F	Posting of Schedules
Section: 600	Procedure
Sub Part G	Meal Period
Section: 700	Deadline for Posting
Sub Part H	Meal Period
Section: 800	Employees Working in Excess of 7 1/2 Hours Continuously
Sub Part I	Violations: An Employer Shall be Cited for Violations of The Act as Follows:
Section: 900	Failure to Provide the Required Day of Rest
Section: 905	Meal Period
Section: 910	Posting of Schedule
Section: 915	Non-Voluntary Work
Section: 920	Time Records
Section: 925	Permits
Section: 930	Inspection of Permits
Sub Part J	Applicability of the Illinois Administrative Procedure Act
Section: 1000	Denial, Suspension or Revocation of Permits
Sub Part K	Hearing Process
Section: 1100	Procedure and Timetable

Part #: 230 Illinois Worker Adjustment and Retraining Notification Act

Sub Part A	General Provisions
Section: 100	Purpose and Scope
Section: 110	Definitions
Section: 120	Determination of a Single Site of Employment
Section: 130	Application
Section: 140	Records and Confidentiality
Sub Part B	Employer Notice and Content of Notice
Section: 200	Employer Notice
Section: 210	Who Must Receive Notice
Section: 220	When Employer Notice Must Be Given
Section: 230	Content of Employer Notice
Section: 240	Exceptions to the Notice Requirement
Sub Part C	Complaint
Section: 300	Persons Who May File a Complaint
Section: 310	Contents and Time Limit for Filing
Section: 320	Withdrawal, Settlement, and Consent Findings
Section: 330	Employer Threshold
Section: 340	Application and Jurisdiction

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 350	Consolidation
Sub Part D	Answer, Response and Record
Section: 400	Answer, Response and Record
Sub Part E	Investigation Procedure
Section: 500	Investigation
Section: 510	Enforcement Procedures
Section: 520	Procedure for Assessment of Civil Penalties
Sub Part F	Informal Investigative Hearing on Investigation Results
Section: 600	Request for Informal Investigative Hearing
Section: 610	Informal Investigative Hearing
Section: 620	Request for Review
Sub Part G	Formal Administrative Hearing
Section: 700	Department Action
Section: 710	Procedures in Formal Administrative Hearing

Chapter: I Department of Labor
Part #: 240 Employee Classification

Sub Part A	General Provisions
Section: 100	Purpose and Scope
Section: 110	Definitions
Section: 120	Application of the Acct
Section: 130	Jurisdiction
Section: 140	Waivers
Sub Part B	Complaints
Section: 200	Persons Who May File a Complaint
Section: 210	Contents and Filing of a Complaint
Section: 220	Investigation
Section: 230	Incomplete Complaint
Sub Part C	Investigation Procedures
Section: 300	Investigation
Section: 310	Fact - Finding Conference
Section: 320	Independent Contractor Test
Sub Part D	Contractor Record Keeping
Section: 400	Record Keeping
Sub Part E	Contractor Reporting Requirements and Notices
Section: 405	Reporting Requirements
Section: 410	Notices
Sub Part F	Final Determinations
Section: 500	Decision and Notice Following Investigation
Section: 510	Remedies Upon Finding of a Violation
Section: 520	Civil Penalties
Section: 530	Debarments
Section: 540	Criminal Penalties
Section: 550	Retaliation
Section: 560	Referral to Other Agencies
Section: 570	Hearing Procedures

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Part #: 250 Illinois Child Labor Law

Sub Part A	Definitions
Section: 100	Definition of the Act
Section: 105	Definitions
Section: 110	Minor (Repealed)
Section: 115	Agriculture (Repealed)
Section: 120	Week (Repealed)
Section: 125	Work (Repealed)
Section: 130	Time Record (Repealed)
Section: 135	Premises (Repealed)
Section: 140	Suffer(Repealed)
Section: 145	Garage (Repealed)
Section: 150	Employer and All Interested Parties (Repealed)
Sub Part B	Employment Conditions Subject to the Act
Section: 200	Employers Subject to the Act
Section: 205	Minors Assisting Employees of Tax Supported School Lunch Programs
Section: 210	Movie Theatres
Section: 215	Car Wash
Section: 220	Employment in or about Airfields
Section: 225	Office and Ice Cream Dispensing Equipment
Section: 230	Enclosed, Self-sealing Automatic Dishwasher
Section: 235	Power Driven Machinery
Section: 240	Exhibition Park or Place of Amusement
Section: 245	Employment in Establishments Selling Package Liquors
Section: 250	Shopping Malls and Similar Structures Containing Two or More Buildings
Section: 255	Performances in Alcoholic Beverage Serving Establishments Excepting those Theatrical Productions in Sec. 8 of the Act
Section: 260	Employment of Minors as Models
Section: 265	Parent/Guardian Required Presence at Performance
Section: 270	Non-Resident Minor Seeking Employment
Sub Part C	Hours of Employment
Section: 300	Number of Days Employment Limit
Section: 302	Section 8.1(a) Work Hours Exception
Section: 305	Applying for a Section 8.1 (b) Work Hours Waiver
Section: 310	Issuance of a Section 8.1(b) Work Hours Waiver
Section: 315	Section 8.1(b) Work Hours Waiver Record Keeping and Disclosure Requirements
Sub Part D	Employment Certificate Issuing Officers
Section: 400	Issuing Officers are Responsible for:
Sub Part E	Responsibilities of Employers
Section: 500	The Employer shall:
Sub Part F	Applicability of the Illinois Administrative Procedure Act
Section: 600	Revocation of Employment Certificates; Civil Penalty Assessments
Sub Part G	Hearing Process
Section: 700	Procedure and Time Table for Suspension or Revocation of Employment Certificates
Section: 705	Procedure for Child Labor Penalty Assessment

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 710 Assessing Penalties
Section: 715 Procedure for Contested Cases; Suspension or Revocation of
 Employment Certificates; Final Determinations of Civil Penalties

Sub Part H Employer Violations

Section: 800 Minimum Age
Section: 805 Hours of Work
Section: 810 Meal Period
Section: 815 Posting of Hours
Section: 820 Time Record
Section: 825 Hazardous Occupations
Section: 830 Minor Under Sixteen Appearing in Theatrical Productions
Section: 835 Employment Certificate Required
Section: 840 Duties of Employers
Section: 845 Violations of Section 250.260 of the Rules and Regulations Pertaining
 to Employment of Minors as Models

Section: 850 Parent/Guardian Not Present at Performance
Section: 855 Minors Under Sixteen Appearing in Television or Motion Picture
 Productions

Section: 860 Minors: Athletic or Acrobatic Activity and Stunts

Part #: 260 Day and Temporary Labor Services Act

Sub Part A General Provisions

Section: 100 Definitions

Sub Part B Registration Process

Section: 200 Complaint
Section: 210 Investigation
Section: 220 Expiration and Renewal of Registration

Sub Part C Suspension of Revocation of Registration

Section: 300 Registration Fee
Section: 310 Content of Application to Register
Section: 320 Expiration and Renewal of Registration
Section: 330 Registration Fees

Sub Part D Duties and Responsibilities of Day and Temporary Labor Service Agencies

Section: 400 Employment Notice
Section: 410 Recordkeeping
Section: 420 Inspection of records
Section: 430 Meals
Section: 440 Transportation
Section: 450 Wage payment and notice
Section: 460 Deductions from wages
Section: 470 Placement fees
Section: 480 Public access area
Section: 490 Postings
Section: 495 Liability insurance
Section: 497 Workers' compensation insurance

Sub Part E Duties and Responsibilities of Third Party Clients

Section: 500 Wage payment and legal responsibility
Section: 510 Verification of registration

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 520	Work Verification form
Sub Part F	Suspension, Revocation, Denial of Registration, and Hearings
Section: 600	Suspension, Revocation or Denial
Section: 610	Initiation of Hearings
Section: 620	Considerations in Reaching a Decision (Repealed)
Part #: 270 State Construction Minority and Female Building Trades Act	
Sub Part A General Provisions	
Section: 100	Purpose and Scope
Section: 110	Definitions
Sub Part B Submission Reports	
Section: 200	Contents and Filing of a Report
Part #: 280 Victims' Economic Security and Safety Act	
Sub Part A General Provisions	
Section: 100	Purpose and Scope
Section: 110	Definitions
Section: 120	Application
Section: 130	Independent Contractor Exemption
Section: 140	Records Retention and Release
Sub Part B Complaint	
Section: 200	Persons Who May File a Complaint
Section: 210	Requirements for Filing a Complaint
Section: 220	Confidentiality
Section: 230	Incomplete Complaint
Section: 240	Amendment of Complaint
Sub Part C Procedure Immediately After Complaint	
Section: 300	Withdrawal, Settlement, Waiver and Consents
Section: 310	Presentation of Parties' Information
Section: 320	Duplicative Issues or Inconsistent Rulings (Repealed)
Sub Part D Administrative Case Review	
Section: 400	Investigation
Section: 410	Decision by the Department
Section: 420	Enforcement Procedures
Sub Part E Formal Hearing	
Section: 500	Procedures in Formal Hearing
Part #: 300 Payment and Collection of Wages or Final Compensation	
Section: 100	Cash Inventory Shortages (Repealed)
Section: 110	Failure to Follow Credit Card, Check-Cashing, Accounts Receivable Procedures (Repealed)
Section: 120	Acceptance of Disputed Paycheck (Repealed)
Section: 200	Cash Advance Repayment Agreement (Repealed)
Section: 210	Deduction Limit (Repealed)
Section: 220	Balance Due at Termination (Repealed)
Section: 230	Acceptance of Disputed Paycheck (Repealed)

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 300	Damaged Property (Repealed)
Section: 310	Acceptance of Disputed Paycheck (Repealed)
Section: 400	Return of Employer's Property (Repealed)
Section: 410	Deposit (Repealed)
Section: 420	Conditions of Return of Deposit (Repealed)
Section: 430	Time for Return of Deposit (Repealed)
Sub Part A	General Provisions
Section: 440	Jurisdiction
Section: 450	Definitions
Section: 460	Independent Contractor Exemption
Sub Part B	Wages or Final Compensation
Section: 500	Earned Bonuses
Section: 510	Earned Commissions
Section: 520	Earned Vacations
Section: 530	Severance
Section: 540	Expenses
Sub Part C	Payment of Wages or Final Compensation
Section: 600	Payment of Wages
Section: 610	Gratuitous Payments at Separation
Section: 620	Individual Liability of Officers, Agents or Other Persons
Section: 630	Records and Notice Requirements
Section: 640	Refusal to Pay Wages or Final Compensation
Sub Part D	Deduction from Wages or Final Compensation
Section: 700	Scope of Subpart D
Section: 710	Burden of Proof
Section: 720	Written Agreement Authorizing Deductions
Section: 730	Cash or Inventory Shortages
Section: 740	Failure to Follow Credit Card, Cash Checking, or Accounts Receivable Procedures
Section: 750	Cash Advance Repayment Agreement
Section: 760	Advanced Vacation Pay
Section: 770	Tuition Reimbursement
Section: 780	Training and Educational Expenses
Section: 790	Cash Advance Exception
Section: 800	Deduction Limit
Section: 810	Balance Due at Termination
Section: 820	Damaged Property
Section: 830	Return of Employer's Property
Section: 840	Uniforms Required by an Employer
Section: 850	Equipment Required by an Employer
Section: 860	Medical Examinations and Records
Section: 870	Deposit
Section: 880	Conditions of Return of Deposit
Section: 890	Time for Return of Deposit
Section: 900	Overpayment
Section: 910	Deductions from Bank Accounts
Section: 920	Acceptance of Disputed Paycheck
Section: 930	Notice of Disputed Deductions
Sub Part E	Filing of a Claim for Wages or Final Compensation

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 940	Filing of Claim and Service
Section: 941	Employer Response and Investigation
Section: 942	Withdrawal of a Claim
Sub Part F	Informal Investigative Hearing
Section: 950	Scheduling and Notice of an Informal Investigative Hearing (Repealed)
Section: 960	Continuances (Repealed)
Section: 970	Application of the Rules of Evidence, Pleadings and Procedures in an Informal Investigative Hearing (Repealed)
Section: 980	Participants at Informal in Investigative Hearings (Repealed)
Section: 990	Contumacious Conduct at Informal Investigative Hearings (Repealed)
Section: 1000	Telephone Hearings
Section: 1010	Issuance of Administrative Subpoena
Section: 1020	Review of Hearing Officer Determination
Sub Part G	Formal Hearings
Section: 1028	Applicability
Section: 1030	Consolidation/Severance/Class Actions
Section: 1040	Scheduling and Notice of a Formal Default Hearing
Section: 1050	Manner and Service of Notice
Section: 1060	Formal Hearing Continuances
Section: 1070	Application of the Rules of Evidence, Pleadings and Procedures in a Formal Hearing
Section: 1080	Participants at a Formal Hearing
Section: 1090	Conduct in a Formal Hearing
Section: 1100	Telephone Hearing for a Formal Hearing
Section: 1110	Subpoenas for Investigation and Testimony Hearing
Section: 1120	Ex Parte (One Party Only) Communications
Section: 1130	Disqualification of an Administrative Law Judge
Section: 1140	Consolidation/Severance (Repealed)
Section: 1150	Failure of a Party to Appear at a Formal Default Hearing
Section: 1160	Notice and Appeal of Department's Default Order
Section: 1170	Applicability
Sub Part H	Damages, Penalties and Fees
Section: 1180	Non-Waivable Administrative Fee to the Department
Section: 1190	Statutory Damages Due to the Employee
Section: 1200	Additional Penalties Due to the Department and Employee
Section: 1210	Payment of Demands or Final Orders; Penalties and Fees
Sub Part I	Complaints for Retaliation
Section: 1220	Filing of a Complaint, Investigation and Service

Part #: 320 Equal Pay in Employment (Amended at 40 Ill. Reg. 229, effective December 21, 2015)

Sub Part A General Provisions

Section: 100	Purpose and Scope
Section: 110	Application of the Act
Section: 120	Definitions
Section: 130	Independent Contractor Exemption
Section: 140	Recordkeeping Requirements

Sub Part B Complaint

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 200	Persons Who May File a Complaint
Section: 210	Contents and Time Limit for Filing
Section: 220	Confidentiality
Section: 230	Incomplete Complaint
Section: 240	Amendment of Complaint
Section: 250	Withdrawal of Complaint
Sub Part C	Procedure Upon Complaint and Decision
Section: 300	Jurisdiction
Section: 310	Investigation
Section: 320	Fact-Finding Conference
Section: 330	Decision After Investigation
Section: 340	Enforcement Procedures
Sub Part D	Settlement
Section: 400	Settlement
Sub Part E	Dismissal, Default and Closure
Section: 500	Dismissal
Section: 510	Default
Section: 520	Closure
Sub Part F	Informal Investigative Hearing
Section: 600	Request for Informal Investigative Hearing
Section: 610	Convening an Informal Investigative Hearing
Section: 620	Continuances
Section: 630	Application of the Rules of Evidence, Pleading and Procedure
Section: 640	Attorneys and Witnesses at an Informal Investigative Hearing
Section: 650	Contumacious Conduct
Section: 660	Telephone Hearings
Sub Part G	Request for Review
Section: 700	Filing with Chief Administrative Law Judge
Section: 710	Contents of Request for Review
Section: 720	Reply to Request for Review and Surreply
Section: 730	Extensions of Time
Section: 740	Additional Investigation and Order

Part #: 325 Joint Rules of the Department of Labor and Department of Human Rights: Rules on Investigation of Equal Pay Cases

Sub Part A	Interpretations
Section: 10	Purpose
Section: 20	Definitions
Section: 30	IDOL and IDHR Agency Relationship
Section: 40	Access to Investigation Records and Files
Sub Part B	Processing by IDOL of an EPA Referred Complaint
Section: 100	Criteria for Referral to IDHR
Section: 110	Intake of the EPA Complaint
Section: 120	Referral of the EPA Complaint
Section: 130	Disclosure of the EPA Complainant's Identity
Section: 140	EPA Complaints Returned by IDHR
Section: 150	IDHR's Investigation Findings
Section: 160	Withdrawal of the IDHR Charge of Discrimination

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 170	Settlement
Sub Part C	Processing by IDHR of an EPA Referred Complaint
Section: 200	Receipt of an EPA Referred Complaint
Section: 210	IDHR's Acceptance of the EPA Referred Complaint
Section: 220	Notice of Referral
Section: 230	Duplicate IDHR Charges of Discrimination
Section: 240	IDHR's Investigation
Section: 250	Withdrawal of the IDHR Charge of Discrimination
Section: 260	Settlement
Part #: 330	Use of Illinois Resident Labor
Sub Part A	General Provisions
Section: 100	Purpose and Scope
Section: 110	Definitions
Section: 120	Application of the Act
Sub Part B	Enforcement
Section: 200	Enforcement
Part #: 350	Health and Safety
Sub Part A	Inspections and Citations
Section: 10	Definitions
Section: 20	Purpose and Scope
Section: 30	Posting of Notice; Availability of the Acts, Regulations and Applicable Standards
Section: 40	Authority of Inspection
Section: 50	Objections to Inspection
Section: 60	Entry not a Waiver
Section: 70	Advance Notice of Inspections
Section: 80	Conduct of Inspections
Section: 90	Representatives of Employers and Employees
Section: 100	Trade Secrets
Section: 110	Consultation with Employees
Section: 120	Complaints by Employees
Section: 130	Inspection not Warranted; Informal Review
Section: 140	Imminent Danger
Section: 150	Citations; Policy Regarding Employee Rescue Activities
Section: 160	Petitions Modification of Abatement Date
Section: 170	Proposed Penalties
Section: 180	Posting of Citations
Section: 190	Employer and Employee Contests before the administrative Law Judges of the Hearings Division
Section: 200	Failure to Correct a Violation for which a Citation has been Issued
Section: 210	Abatement Verification
Section: 220	Informal Conference
Sub Part B	Injury/Illness Recordkeeping Requirements
Section: 250	Purpose, Scope and Definitions
Section: 260	Recording Criteria

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 270	Determination of Work-Relatedness
Section: 280	Determination of New Cases
Section: 290	General Recording Criteria
Section: 300	Recording Criteria for Needlestick and Sharp Injuries
Section: 310	Recording Criteria for Cases Involving Medical Removal under IDOL-Adopted OSHA Standards
Section: 320	recording Criteria for Cases Involving Occupational Hearing Loss
Section: 330	Recording Criteria for Work-Related Tuberculosis Cases
Section: 340	Forms
Section: 350	Multiple Establishments
Section: 360	Covered Employees
Section: 370	Annual Summary
Section: 380	Retention and Updating
Section: 390	Employee Involvement
Section: 400	Prohibition Against Discrimination
Section: 405	Variance from Recordkeeping Requirements
Section: 410	Reporting Fatalities, Hospitalization, Amputees and Loss of Eye Incidents to the Illinois Department of Labor
Section: 420	Providing Records to Government Representatives
Section: 430	Requests from the Illinois Department of Public Health/Bureau of Labor Statistics for Data
Sub Part C	Variances From Standards
Section: 500	Petition for Variance from Standards
Sub Part D	Consultation Program
Section: 600	Purpose
Sub Part E	Adoption of Federal Standards
Section: 700	Adoption of Federal Standards
APPENDIX A	Decision Tree
APPENDIX B	Sample Abatement Plan or Progress Report (Non – Mandatory)
Part #: 353	Whistleblower Protection
Sub Part A	General Provisions
Section: 100	Purpose of this Part
Section: 110	Definitions
Sub Part B	Obligation and Prohibited Conduct
Section: 200	Obligations and Prohibited Conduct
Sub Part C	Administration and Enforcement
Section: 300	Filing an Application
Section: 310	Investigation
Section: 320	Issuance of Decision
Section: 330	Request for Hearing
Section: 340	Hearings
Section: 350	Judicial Review
Part #: 360	Right to Privacy in the Workplace Act
Sub Part A	General Provisions
Section: 100	Purpose and Scope

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 110	Definitions
Sub Part B Investigation of Claims Under the Act	
Section: 120	Filing of the Claim and the Employer's Response
Section: 130	Scheduling and Notice of Informal Investigative Conference
Section: 140	Issuance of Administrative Subpoena
Section: 150	Application of the Rules of Evidence, Pleading or Procedure in an Investigative Conference
Section: 160	Attorneys and Witnesses in Investigative Conferences
Section: 170	Disruptive Conduct at Investigative Conferences
Section: 180	Continuances

Part #: 365 Statewide Displaced Homemakers Program

Section: 5	Introduction (Repealed)
Section: 10	Scope and Purpose
Section: 20	Policy and Applicability
Section: 30	Use of Funds
Section: 40	Duration of Program
Section: 50	Eligible Target Group
Section: 60	Eligible Organizations for Funding
Section: 70	Availability of Information to the Public
Section: 80	Application Process
Section: 90	Internal Review Procedure for Application
Section: 100	Record Maintenance and Reporting Requirements
Section: 110	Monitoring and Evaluation
Section: 120	Non-Compliance

Chapter: I Department of Labor

Sub Chapter c Unemployment Insurance

Part #: 400 General Provisions (Recodified)

(Recodified to 56 Ill. Adm. Code 2875 at 8 Ill. Reg. 19423)

Part #: 600 Rights and Duties of Employers (Recodified)

(Subpart B Recodified to 56 Ill. Adm. Code 2765 at Ill. Reg. 15027; Subpart C Recodified to 56 Ill. Adm. Code 2770 at 8 Ill. Reg. 15030)

Part #: 700 Collection and Refund (Recodified)

(Recodified to 56 Ill. Adm. Code 2790 at 8 Ill. Reg. 19421)

Part #: 800 Rights and Duties of Employees (Recodified)

(Recodified to 56 Ill. Adm. Code 2835 at 8 Ill. Reg. 15032)

Part #: 1200 Ineligibility For Benefits (Recodified)

Sub Part B Recodified to 56 Ill. Adm. Code 2905 at 8 Ill. Reg. 19426 and Sub

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Part C Recodified to 56 Ill. Adm. Code 910 at 8 Ill. Reg. 19428

Chapter: II Department of Human Rights

Part #: 2500 Joint Rules of the Department of Human Rights and the Human Rights Commission:
Handicap Discrimination in Employment

Section: 10	Purpose and Coverage
Section: 20	What Constitutes a "Handicap"
Section: 30	Who is Protected Against Handicap Discrimination
Section: 40	Reasonable Accommodation
Section: 50	Bona Fide Occupational Qualification
Section: 60	Pre-Employment Inquiries and Examinations

Part #: 2510 Discrimination in Employment Based on Unfavorable Military Discharge

Section: 10	Scope and Purpose
Section: 20	Statutory Prohibition
Section: 30	Caveat; RE Codes
Section: 40	Exemption for Employment Involving Fiduciary Responsibilities

Part #: 2520 Procedures of the Department of Human Rights

Sub Part A Interpretations

Section: 10	Definition of Terms
Section: 20	Computation of Time
Section: 30	Service of Documents
Section: 40	Filing with the Department
Section: 50	Separability
Section: 110	Preservation of Records by Employers, Labor Organizations, Employment Agencies and Respondents

Sub Part B Charge

Section: 310	Time of Filing (Repealed)
Section: 320	Form (Repealed)
Section: 330	Contents
Section: 340	Requirements for Charge (Repealed)
Section: 350	Unperfected Charge
Section: 360	Amendment
Section: 370	Substitution and Addition of Parties (Repealed)
Section: 380	Withdrawal of Charge

Sub Part C Procedure upon Charge

Section: 400	Verified Response to Charge
Section: 410	Docketing and Service of Charge (Repealed)
Section: 415	Mediation
Section: 420	Maintenance of Records (Repealed)
Section: 430	Investigation
Section: 440	Fact-Finding Conference
Section: 450	Administrative Closure (Repealed)
Section: 460	Determination After Investigation (Repealed)
Section: 470	Conciliation (Repealed)
Section: 480	Complaint (Repealed)

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 490	EEOC Dual Filed Charges
Sub Part D	Settlements
Section: 510	Settlement
Section: 520	Non-Disclosure (Repealed)
Section: 530	Dismissal for Refusal to Accept Settlement Offer (Repealed)
Section: 540	Non-Compliance with Settlement Terms (Repealed)
Sub Part E	Administrative Closure, Dismissal and Default
Section: 550	Administrative Closure
Section: 560	Dismissal
Section: 570	Default
Sub Part F	Requests for Review
Section: 573	Filing with Chief Legal Counsel
Section: 575	Contents of Request for Review
Section: 577	Notice by the Chief Legal Counsel
Section: 580	Extensions of Time
Section: 583	Reply to Request for Review and Surreply
Section: 585	Additional Investigation
Section: 587	Decision
Sub Part G	Relations with Local Human Rights Agencies
Section: 610	Scope and Purpose (Repealed)
Section: 620	Definitions (Repealed)
Section: 630	Cooperative Agreements
Section: 640	Nature of Cooperative Agreements
Section: 650	Training and Technical Assistance
Section: 660	Promotion of Communication and Goodwill
Sub Part H	Equal Employment Opportunity and Affirmative Action By State Executive Agencies
Section: 700	Definitions
Section: 710	Scope and Purpose
Section: 720	Affirmative Action Groups
Section: 730	Consideration of Additional Groups
Section: 740	Definitions (Renumbered)
Section: 750	Nondiscrimination (Repealed)
Section: 760	Plans
Section: 770	Reporting and Record-Keeping
Section: 780	Equal Employment Opportunity Officers
Section: 790	Complaint Process
Section: 795	Compliance Reviews
Section: 797	Sanctions for Noncompliance
APPENDIX A	Contents of Layoff Reports
APPENDIX B	Value Weight Assignment Chart (Repealed)
APPENDIX C	Contents of Layoff Reports
APPENDIX D	Illinois Counties by Region

Part #: 2525 Joint Rules of the Department of Labor and Department of Human Rights: Rules on Investigation of Equal Pay Cases

Sub Part A	Interpretations
Section: 10	Purpose

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 20	Definitions
Section: 30	IDOL and IDHR Agency Relationship
Section: 40	Access to Investigation Records and Files
Sub Part B	Processing by IDOL of an EPA Referred Complaint
Section: 100	Criteria for Referral to IDHR
Section: 110	Intake of the EPA Complaint
Section: 120	Referral of the EPA Complaint
Section: 130	Disclosure of the EPA Complainant's Identity
Section: 140	EPA Complaints Returned by IDHR
Section: 150	IDHR's Investigation Findings
Section: 160	Withdrawal of the IDHR Charge of Discrimination
Section: 170	Settlement
Sub Part C	Processing by IDHR of an EPA Referred Complaint
Section: 200	Receipt of an EPA Referred Complaint
Section: 210	IDHR's Acceptance of the EPA Referred Complaint
Section: 220	Notice of Referral
Section: 230	Duplicate IDHR Charges of Discrimination
Section: 240	IDHR's Investigation
Section: 250	Withdrawal of the IDHR Charge of Discrimination
Section: 260	Settlement

Part #: 2530 Joint Rules of the Human Rights Commission and Department of Human Rights:
Rules on Sex Discrimination in Employment

(Editor's Note: This Part is a Joint Rule of the Human Rights Commission and the
Department of Human Rights. The Text of This Part Appears at 56 Ill. Adm. Code 5210)

Part #: 2535 Joint Rules of the Human Rights Commission and Department of Human Rights: Rules on
Pregnancy Discrimination and Accommodation in Employment

Subpart A: Interpretations	
Section: 10	Purpose
Section: 20	Definitions
Subpart B: Reasonable Accommodation	
Section: 100	Duty to Accommodate
Section: 110	Undue Hardship
Section: 120	Interactive Process
Section: 130	Temporary Transfer or Reassignment as an Accommodation
Section: 140	Time Off or Leave as an Accommodation
Section: 150	Duties of the Job Applicant or Employee Requesting the Accommodation
Section: 160	Duties of the Employer
Section: 170	Documentation of the Need for an Accommodation
Subpart C: Prohibition Against Discrimination	
Section: 200	Discrimination on the Basis of Pregnancy in Employment
Section: 210	Retaliation for Requesting an Accommodation
Section: 220	Forced Accommodation or Leave
Subpart D: Notice	
Section: 300	Posting of Pregnancy Discrimination Notice

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Part #: 2540 Joint Rules of the Human Rights Commission and Department of Human Rights:
National Origin Discrimination in Employment

(Editor's Note: This Part is a Joint Rule of the Human Rights Commission and the
Department of Human Rights. The Text of This Part Appears at 56 Ill.
Adm. Code 5220)

Chapter: III Department of Commerce and Community Affairs
Part #: 2600 Service Delivery System and State Responsibilities

Section: 10	Legislative Base
Section: 20	Definitions
Section: 30	Illinois Job Training Coordinating Council
Section: 40	Local Service Delivery System
Section: 50	Sanctions Policy
Section: 60	Governor's Coordination and Special Services Plan
Section: 70	Oversight and Management of Labor Market Information Programs
Section: 80	Labor Standards

Part #: 2605 Administrative Hearing Rules

Section: 10	Authority
Section: 20	Applicability
Section: 40	Definitions
Section: 50	Modifications
Section: 60	What May Be Reviewed in an Administrative Hearing
Section: 70	What May Not Be Reviewed in an Administrative Hearing
Section: 80	Procedure for Initiating an Administrative Hearing
Section: 90	Department Hours
Section: 100	Computing Time Limits
Section: 110	Form of Documents
Section: 120	Service
Section: 130	Voluntary Dismissal or Withdrawal of a Petition for Hearing or Notice of Charges
Section: 140	Failure to Properly Initiate an Administrative Hearing
Section: 150	Waiver of Issues
Section: 160	Sanctions
Section: 170	Notice of Hearing
Section: 180	Requirement of an Answer
Section: 190	Consolidation and Severance of Parties and Cases
Section: 200	Hearing Officer
Section: 210	Hearing Officer Duties
Section: 220	Recusal of Hearing Officer
Section: 230	Ex Parte Communication
Section: 240	Representation and Appearance
Section: 250	Intervenors
Section: 260	Motions
Section: 270	Discovery

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 280	Prehearing Conference
Section: 290	Hearings
Section: 300	Postponement or Continuance of Hearing
Section: 310	Failure to Appear
Section: 320	Burden of Proof
Section: 330	Standard of Proof
Section: 340	Evidence
Section: 350	Business Records
Section: 360	Examination of Witnesses by Hearing Officer
Section: 370	Adverse Witness
Section: 380	Transcript of Hearing
Section: 390	Administrative Record
Section: 400	Proposal for Decision
Section: 410	Final Decision
Section: 420	Administrative Review

Part #: 2610 Training Services for the Disadvantaged

Section: 10	Legislative Base
Section: 20	Definitions
Section: 30	Allocation of Funds
Section: 40	Local Job Training Plan
Section: 50	Plan Development and Approval
Section: 60	Coordination Criteria
Section: 70	Allowable Activities
Section: 75	Employment Generating Activities
Section: 80	Eligibility Requirements
Section: 90	Waivers of Limitation of Cost
Section: 100	Performance Standards
Section: 110	Complaint Standards
Section: 120	Nondiscrimination
Section: 130	Reports and Recordkeeping Requirements
Section: 140	Administrative Requirements
Section: 150	Incorporation by Reference
APPENDIX A	Coordination Agreement
APPENDIX B	Memorandums of Understanding
Illustration A	Memorandum of Understanding Between the JTPA Service Delivery Area and the Department of Children and Family Services
Illustration B	Memorandum of Understanding Between the JTPA Substate Grantee and the Area Agencies on Aging or Other Not-For-Profit Agency Administering Title V of the Older Americans Act
Illustration C	Memorandum of Understanding Between the JTPA Title II and III and the Displaced Homemaker Program
Illustration D	Memorandum of Understanding Between the JTPA Substate Grantee and the Illinois Department of Rehabilitation Services

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 123 Federal Cognizance
Part #: 2640 Statewide Displaced Homemakers Program

(Transferred to Department of Labor (56 Ill. Adm. Code 365) Pursuant to P.A.
87-878 at 16 Ill. Reg. 17177)

Part #: 2650 Employer Training Investment Program

Sub Part A General Requirements

Section: 10 Purpose
Section: 20 Definitions
Section: 30 Eligible Applicants and Training Activities
Section: 40 Allowable Costs
Section: 50 Grant Administration Requirements
Section: 60 Nondiscrimination
Section: 70 Selection for Funding (Recodified)
Section: 80 Allowable Costs (Recodified)
Section: 90 Grant Administration Requirements(Recodified)
Section: 100 Nondiscrimination (Recodified)

Sub Part B Single Company Applicants

Section: 110 Application Procedures
Section: 120 Application Documentation
Section: 130 Application Evaluation
Section: 140 Selection for Funding

Sub Part C Secondary and Post-Secondary Education Institution Applicants

Section: 210 Application Procedures (Repealed)
Section: 220 Application Documentation (Repealed)
Section: 230 Application Evaluation (Repealed)
Section: 240 Selection for Funding (Repealed)
Section: 250 Reporting Requirements (Repealed)

Sub Part D Multi-Company and Membership Training Project Applicants

Section: 310 Application Procedures
Section: 320 Application Documentation
Section: 330 Application Evaluation
Section: 340 Selection for Funding
Section: 350 Administrative Requirements (Repealed)

Part #: 2660 Job Training and Economic Development Demonstration Grant Program

Sub Part A General Requirements

Section: 10 Purpose
Section: 20 Definitions
Section: 30 Eligible Grant Applicants
Section: 40 Administration Requirements

Sub Part B Industry Linked Training for Low Wage Workers

Section: 110 Program Goal
Section: 120 Application Procedures
Section: 130 Allowable Activities
Section: 140 Allowable Costs

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 150	Employer Role
Section: 160	Participant Eligibility
Section: 170	Employer Eligibility
Section: 180	Grant Selection Criteria
Sub Part C	Industry Linked Training for Unemployed Disadvantaged Persons
Section: 210	Program Goal
Section: 220	Application Procedures
Section: 230	Allowable Activities
Section: 240	Allowable Costs
Section: 250	Employer Role
Section: 260	Participant Eligibility
Section: 270	Grant Selection Criteria

Part #: 2665 Welfare-to-Work Block Grant Program

Section: 10	Legislative Base
Section: 20	Definitions
Section: 30	Allocation of Funds
Section: 40	Allowable Programs and Activities
Section: 50	Plan Development and Approval
Section: 60	Eligibility Requirements
Section: 70	Cost Limitations
Section: 80	Performance Management
Section: 90	Reporting and Recordkeeping Requirements

Part #: 2670 Veterans' Employment Act Program

Section: 10	Definitions
Section: 20	Designation of Multi-Purpose Service Centers
Section: 30	Target Groups
Section: 40	Program Funding
Section: 50	Responsibilities and Reporting Requirements
Section: 60	Rural Outreach Initiative

Chapter: IV Department of Employment Security

Sub Chapter: a General Provisions

Part #: 2712 General Application

Sub Part A	Facsimile
Section: 1	Use of Facsimile Machines
Sub Part B	Digests and Reporters
Section: 100	IDES Board of Review Reporter
Section: 105	Digest of Adjudication Precedents
Sub Part C	Legal Services Program
Section: 201	Definitions
Section: 202	Agreement to Hold the Department of Employment Security and its Employees Harmless
Section: 203	Eligibility Requirements for Legal Services for Individuals
Section: 205	Eligibility Requirements for Legal Services for Small Employers

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 207 Attorney Eligibility for Reimbursement
Section: 210 Maximum Fees Allowed

Part #: 2714 Interstate and Federal Cooperation

Sub Part A General Provisions

Section: 10 Definitions

Sub Part B Interstate Benefit Payments

Section: 200 Application
Section: 205 Registration for Work
Section: 210 Benefit Rights of Interstate Claimants
Section: 215 Claim for Benefits
Section: 220 Determination of Claims
Section: 225 Appeal Procedures

Sub Part C Employer Elections to Cover Multi-State Workers

Section: 300 Application
Section: 305 Submission and Approval of Coverage Elections Under the Interstate
 Reciprocal Coverage Arrangement
Section: 310 Effective Periods of Election
Section: 315 Reports and Notices by the Electing Unit

Part #: 2720 Claims, Adjudication, Appeals and Hearings

Sub Part A General Provisions

Section: 1 Definitions
Section: 3 "Week" in Relation to "Benefit Year"
Section: 5 Service of Notices, Decisions, Orders
Section: 7 Application for Electronic Data Transmission
Section: 10 Computation of Time
Section: 11 Methods of Payment
Section: 12 Telephone Certification
Section: 15 Disqualification of Adjudicator, Referee, or Board of Review
Section: 20 Attorney Representation of Claimants
Section: 25 Form of Papers Filed
Section: 30 Correction of Technical Errors

Sub Part B Applying for Unemployment Insurance Benefits

Section: 100 Filing a Claim
Section: 101 Filing, Registering and Reporting by Mail Under Special
 Circumstances
Section: 105 Time for Filing an Initial Claim for Benefits
Section: 106 Dating of Claims For Weeks of Partial Unemployment
Section: 107 Employing Unit Reports for Partial Unemployment
Section: 108 Alternative "Base Period"
Section: 110 Required Second Visit to Local Office (Repealed)
Section: 112 Telephone Certification
Section: 115 Continuing Eligibility Requirements
Section: 120 Time for Filing Claim Certification for Continued Benefits
Section: 125 Work Search Requirements for Regular Unemployment Insurance
 Benefits (Repealed)

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 126	Availability for Part Time Work Only (Repealed)
Section: 127	Director's Approval of Training (Repealed)
Section: 128	Active Search For Work: Attendance at Training Courses (Repealed)
Section: 129	Regular Attendance in Approved Training (Repealed)
Section: 130	Employing Unit Protest of Benefit Payment
Section: 132	Required Notice by an Employer of Separation for Alleged Felony or Theft Connected with the Work
Section: 135	Adjudicator Investigation
Section: 140	Adjudicator Determination
Section: 145	Payment of Unemployment Insurance Benefits for Initial Claims
Section: 150	Applying for Unemployment Insurance Benefits Under Extension Programs
Section: 155	Non-Resident Application for Benefits
Section: 160	Reconsidered Findings of Determinations
Sub Part C	Appeals to Referee
Section: 200	Filing of Appeal
Section: 201	Application for Electronic Data Transmission of Notice of Hearing
Section: 205	Notice of Hearing
Section: 207	Untimely Appeals
Section: 210	Preparation for the Hearing
Section: 215	Format of Hearings
Section: 220	Ex Parte (One Party Only) Communications
Section: 225	Subpoenas
Section: 227	Depositions
Section: 230	Consolidation or Severance of Proceedings
Section: 235	Withdrawal of Appeal
Section: 240	Continuances
Section: 245	Conduct of Hearing
Section: 250	Rules of Evidence
Section: 255	Failure of Party to Appear at the Scheduled Hearing
Section: 265	The Record
Section: 270	Referee's Decision
Section: 275	Labor Dispute Appeals
Section: 277	Prehearing Conference in Labor Dispute Appeal
Sub Part D	Appeals to the Board of Review
Section: 300	Filing of Appeal
Section: 305	Notice of Appeal
Section: 310	Request for Oral Argument
Section: 315	Submission of Written Argument or Request to Submit Additional Evidence
Section: 320	Access to Record
Section: 325	Withdrawal of Appeal
Section: 330	Consolidation of Severance of Appeals
Section: 335	Decision of the Board of Review
Section: 340	Extensions of Time in Which to Issue a Board of Review Decision
Section: 345	Issuance of Notice of Rights to Sue

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Sub Part A General Provisions

Section: 1	Definitions
Section: 3	Burden of Proof
Section: 5	Designation of Agents
Section: 10	Computation of Time
Section: 11	Use of Private Messenger Service
Section: 15	Disqualification of Agency Employee
Section: 20	Request for Clarification
Section: 25	Form of Papers Filed

Sub Part B Filing of Applications and Claims for Relief

Section: 100	Application for Revision of Statement of Benefit Charges
Section: 105	Application for Review of Rate Determination
Section: 110	Protest of Determination and Assessment
Section: 115	Claim for Adjustments (Credits) and Refunds
Section: 120	Application for Cancellation of Benefit Charges Due to Lack of Notice

Sub Part C Appeal to Director's Representative

Section: 200	Filing of Appeal
Section: 205	Pre-Hearing Conference
Section: 210	Notice of Hearing
Section: 215	Preparation for the Hearing
Section: 220	Telephone Hearings
Section: 225	Ex Parte (One Party Only) Communications
Section: 230	Subpoenas
Section: 232	Depositions
Section: 235	Consolidation or Severance of Proceedings
Section: 237	Adding Necessary Parties
Section: 240	Withdrawal of Petition for Hearing
Section: 245	Continuances
Section: 250	Conduct of Hearing
Section: 255	Rules of Evidence
Section: 260	Oral Argument-Memoranda-Post Hearing Documents
Section: 265	The Record
Section: 270	Recommended Decision
Section: 275	Objections to Recommended Decision
Section: 280	Decision of Director

Chapter: IV Department of Employment Security

Sub Chapter: b Coverage of Unemployment Insurance Act

Part #: 2730 Wages

Sub Part B Other Remuneration Treated as Wages

Section: 100	Money Value of Board and Lodging, Etc.
Section: 105	Reporting Gratuities
Section: 130	Exceptions to Liability of Certain Third Party Payors for Contributions and Reporting of Certain Payments on Account of Sickness and Accident Disability
Section: 150	Payments Under a Cafeteria Plan
Section: 155	Payments Under a Plan Authorized by Section 401(k) of the Internal Revenue Code of 1986

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Part #: 2732 Employment

Sub Part A Coverage

Section: 125 Requirement that "Four or More" Employees of a Nonprofit Organization Perform Services Within This State

Sub Part B Services in Employment

Section: 200 Section 212 of the Act - Services in Employment

Section: 203 The Effect of Regulation by a Governmental Entity on "Direction or Control" Under Section 212 of the Act

Section: 205 Owner-Operators of Motorized Vehicles

Section: 210 Mandatory Jury Service

Section: 215 Exemption From the Definition of Employment for Participants in the Americorps Program

Section: 220 Exemption From the Definition of Employment for Direct Sellers of Consumer Goods

Section: 225 Exemption From the Definition of Employment for Freelance Editorial or Photographic Work

Section: 227 Exemption For the Delivery or Distribution of Newspapers or Shopping News to the Ultimate Consumer

Section: 230 Domestic Service

Section: 235 Effect of Section 218 of the Act on the Employment Status of Certain Relatives

Sub Part C Determining the Employer

Section: 305 Employee Leasing Companies (Repealed)

Section: 306 Employee Leasing Company - Obligation to Report the Identities of its Clients

Part #: 2760 Notices, Records, Reports

Sub Part A General Obligations

Section: 1 Posting and Maintaining Notices

Section: 5 Identification of Workers Covered by the Act

Section: 10 Filing by Mail

Sub Part B Reports and Records

Section: 100 Reports and the Report for Household Employers

Section: 105 Reports of Employing Units as to Their Status

Section: 110 Employing Unit Terminating Business

Section: 115 Records with Respect to Employment

Section: 120 Employer's Contribution and Wage Report and Report for Household Employers

Section: 125 Employer's Wage Report

Section: 128 Wage Report Filing for Employers that Employ Household Workers and Elect to Report Their Wages on an Annual Basis

Section: 130 Reporting "Excess" Wages

Section: 135 Remittance of Contributions Due and Use of Transmittal Form

Section: 140 Use of Electronic Data Processing Media for Quarterly Reporting

Section: 141 Use of Electronic Data Processing Media for Monthly or Quarterly Reporting

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

- Section: 145 Correcting the "Employer's Contribution and Wage Report"- and Combined Returns for Household Employers
- Section: 150 Consequences of an Error in the Preparation of the Employer's Contribution and Wage Report and Report for Household Employers or of the Waiver or Elimination of Certain Penalties

Chapter: IV Department of Employment Security

Sub Chapter: c Rights and Duties of Employers

Part #: 2765 Payment of Unemployment Contributions, Interest and Penalties

Sub Part A General Provisions

- Section: 1
- Section: 5 Definitions
- Section: 10 Payment of Contributions
- Section: 11 Employers Who Employ Household Workers and Pay Contributions on an Annual Basis
- Section: 15 Liability for the Entire Year

- Section: 18 Liability of a Third Party Purchaser or Transferee for the Due and Unpaid Contributions, Interest and Penalties of the Seller or Transferor's Seller or Transferor
- Section: 20 Contributions of Employers by Election
- Section: 25 Payments in Lieu of Contributions
- Section: 30 When Payments in Lieu of Contributions Payable
- Section: 35 Payments When Reimbursable Employer Becomes Contributory
- Section: 40 Payments When Contributory Employer Becomes Reimbursable
- Section: 44 Fee for Not Sufficient Funds (NSF) Checks
- Section: 45 Application of Payment
- Section: 50 Accrual of Interest
- Section: 55 Imposition of Penalty
- Section: 56 Imposition of Late Reporting Penalty for Employers Who Employ Household Workers and Elect to File Reports on an Annual Basis
- Section: 60 Payment or Filing by Mail
- Section: 61 Waiver of Interest And Penalty For Employers Who Employ Household Workers And Who File Reports And Pay Contributions On An Annual Basis
- Section: 62 Temporary Waivers of Penalty for Employers with more than 25 but Fewer than 250 Individuals in their Employ
- Section: 63 When Payment Due and Consequences of Upward Revision in Employer's Contribution Rate
- Section: 64 Consequences Where an Employee Leasing Company Has Erroneously Reported Wages and Paid Contributions Which Wages Should Have Been Reported and Contributions Paid by its Client
- Section: 65 Waiver of Interest or Penalty
- Section: 66 Waiver of Interest Accruing Because of Certain Types of Employees for Periods Prior to January 1, 1988
- Section: 67 Partial Waiver of Interest Where an Employer has Erroneously Reported Wages to the Wrong State
- Section: 68 Waiver of Penalty for Certain Employers for 1987 and Thereafter

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

	Wage Reports
Section: 69	Partial Waiver of Interest Where an Employer has Erroneously Paid its Federal Unemployment Tax Act (FUTA) Tax in Full But Has Failed to Pay its Illinois Unemployment Insurance Contributions
Section: 70	Waiver of Interest for Certain Nonprofit Organizations or Local Governmental Entities
Section: 71	Waiver of Interest Accruing Due to a Delay in the Issuance of a Decision on a Protested Determination and Assessment
Section: 73	Waiver of Interest for Contribution Payments Late Due to Flooding
Section: 74	Waiver of Interest for Certain Nonprofit Hospitals
Section: 75	Time for Paying or Filing Delayed Payment or Report
Section: 80	Application for Waiver
Section: 85	Approval of Application for Waiver
Section: 90	Insufficient or Incomplete Application
Section: 95	Disapproval of Application Conclusive
Sub Part B	Experience Rating
Section: 200	Appeal and Hearing
Section: 210	Effect of a Successor Employing Unit's Failure to Notify the Director of its Succession
Section: 220	Prohibition on Withdrawal of Joint Application for Partial Transfer of Experience Rating Record
Section: 225	Determination of Benefit Wage and Benefit Ratio
Section: 228	Requirement for Privity in Order to Have a Predecessor Successor Relationship
Section: 230	No Requirement for Continuous Operation in Order for a Predecessor Successor Relationship to Exist
Sub Part C	Benefit Charges
Section: 325	Effect of a Transfer of Physical Assets on a Finding that a Predecessor Successor Relationship Exists
Section: 326	Application of "30 Day" Requirement for Determining the Chargeable Employer Pursuant to Section 1502.1 of the Act
Section: 322	Requirement for a Separation or a Reduction in the Work Offered in Determining the Chargeable Employer Pursuant to Section 1502.1 of the Act
Section: 328	What Constitutes a Day for Purposes of the "30 Day" Requirement in Section 1502.1 of the Act For Benefit Years Beginning on or After January 1, 1993
Section: 329	Application of "30 Day" Requirement for Determining the Chargeable Employer Pursuant to Section 1502.1 of the Act for Benefit Years Beginning on or After January 1, 1993
Section: 330	Chargeability Where the Individual is Discharged as a Result of His Incarceration
Section: 332	Effect of Ineligibility Under Section 602(B) on Chargeability Under Section 1502.1 of the Act
Section: 333	Effect of Ineligibility Under Section 612 on Chargeability Under Section 1502.1 of the Act
Section: 334	Effect of Ineligibility Under Section 614 on Chargeability Under Section 1502.1 of the Act

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 335	Procedural Requirements and Right of Appeal
Part #: 2770	Determination of Unemployment Contributions
Sub Part A Industrial Classifications	
Section: 100	Pre 2003 Industrial Classification (Repealed)
Section: 101	Post 2002 Industrial Classification
Section: 105	Pre 2003 Contribution Rate For Non Experience-Rate Employers (Repealed)
Section: 106	Post 2002 Contribution Rate for Non-Experience-Rated Employers
Section: 110	Average Contribution Rates By Standard Industrial Classification (SIC) Codes (Repealed)
Section: 111	Average Contribution Rates By North American Industry Classification System (NAICS) Assignment
Sub Part B Alternative Benefit Wage Ratio (Repealed)	
Section: 150	Eligibility To Elect The Alternative Benefit Wage Ratio (Repealed)
Section: 155	Approval Of Election Of The Alternative Benefit Wage Ratio (Repealed)
Section: 160	Adjustment Of The Benefit Wage Charges And The Determination of The Alternative Benefit Wage Ration (Repealed)
Section: 165	Revocation Of Election Of Alternative Benefit Wage Ratio (Repealed)
Section: 170	Appeals (Repealed)
Sub Part C Transfer of Benefit Wages from Base Period to Subsequent Employer (Repealed)	
Section: 400	Definitions (Repealed)
Section: 405	Application Of Base Period Wages (Repealed)
Section: 410	Restriction On Benefit Wage Transfers (Repealed)
Section: 415	Benefit Wage Transfer Procedural Requirements (Repealed)
Section: 420	Petition For Hearing (Repealed)
Sub Part D Benefit Wage Cancellations	
Section: 501	Effective Date Of Benefit Wage Cancellations Pursuant To Section 1508.1 Of The act
TABLE A	General SIC Classification (Repealed)

Chapter: IV Department of Employment Security

Sub Chapter: d Collection and Refund

Part #: 2790 Collection of Unemployment Contributions

Sub Part A General Provisions

Section: 1	Collection Remedies the Same for Contributions and Payment in Lieu of Contributions
Section: 5	When Collection in Jeopardy, Payment Period Shortened
Section: 10	Cases When Collection May Be Deferred
Section: 15	Contributions of Less Than \$1.00 Deemed Paid
Section: 20	No Refund of Contributions Deemed Paid

Chapter: IV Department of Employment Security

Sub Chapter: e Rights and Duties of Employees

Part #: 2815 Employees' General Rights and Duties

Sub Part B Deduction or Assignment of Benefits

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 100	Benefit Rights Not Subject to Waiver, Transfer, or Claims of Creditors
Section: 105	Deductions from Unemployment Benefits for Past Due Child Support
Section: 110	Deductions from Benefits to be Paid to the Illinois Department of Healthcare and Family Services
Section: 115	Illinois Department of Healthcare and Family Services Acting for the Director
Section: 120	Order of Deductions from Benefits
Section: 125	Notice of Deduction and Right of Appeal
Section: 130	Improper Deductions from Benefits

Part #: 2830 Payment of Benefits

Sub Part A General Provisions

Section: 10	Mailing Address for Benefit Checks
Section: 50	Calculating the "National Average of this Ratio" Under Section 401 of the Act

Sub Part B Payment to Deceased Claimants

Section: 200	Payment of Benefits Due a Deceased or Comatose Claimant
Section: 205	Order of Payment to Survivors of a Deceased Claimant
Section: 206	Order of Payment on Behalf of a Comatose Claimant
Section: 210	Payment to a Minor Survivor of a Deceased Claimant or to a Minor When the Claimant is Comatose
Section: 215	Time and Manner for Claiming Benefits Due a Deceased or Comatose Claimant
Section: 220	Right of Appeal

Sub Part C Reissuance of Benefit Checks

Section: 300	Requests for Reissuance of Checks
Section: 303	Lost or Stolen Debit Cards
Section: 305	Where Original Benefit Check has Been Processed by the Payor Bank or Direct Deposit Has Been Established Without Authorization
Section: 310	Check Forgery Investigation
Section: 315	Notice of Interview
Section: 320	Continuances
Section: 325	Check or Direct Deposit Authorization Forgery Interview
Section: 330	The Record
Section: 335	Decision
Section: 340	Appeals

Part #: 2835 Recovery of Benefits amended by

Sub Part A General Provisions

Section: 1	Recovery of Benefits by Recoupment
Section: 5	Amounts Recoverable by Recoupment
Section: 10	Time Limits Within Which to Recoup Benefits
Section: 15	Extent of Recoupment
Section: 20	Notice of Recoupment Decision
Section: 25	Reconsideration or Appeal of Recoupment Decision
Section: 30	Waiver of Recoupment

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 33	Waiver of Recovery (TRA)
Section: 35	Benefits Received With Fault
Section: 40	Benefits Received Without Fault
Section: 45	Recoupment Against Equity and Good Conscience
Section: 50	Request for and Decision Regarding Waiver of Recoupment
Section: 55	Reconsideration or Appeal of Denial of Request for Waiver
Section: 60	Periods When Waiver of Recoupment Allowed
Section: 65	Waiver Certifications by Mail
Sub Part B	Detection of Overpayments
Section: 100	Cross Matching
TABLE A	Recoupment Matrix
Chapter: IV Department of Employment Security	
Sub Chapter: f Eligibility for Benefits	
Part #: 2840 Claimant's Reason for Separation from Work	
Sub Part A Misconduct	
Section: 25	What is Meant by "Harm"
Sub Part B Voluntary Leave	
Section: 101	General Principles for Interpreting Section 601 of the Act (820 ILCS 405/601)
Section: 125	Early Retirement or Employment Buyout Packages
Part #: 2865 Claimant's Availability for Work, Ability to Work and Active Search for Work	
Sub Part A General Provisions	
Section: 1	Definitions
Section: 50	Union Registration in Satisfaction of Active Search Provisions
Section: 55	Requirements for Union Local Certification
Section: 60	Procedures for Approval as a Certified Union
Sub Part B Regular Benefits	
Section: 100	Work Search Requirements for Regular Unemployment Insurance Benefits
Section: 105	Able to Work
Section: 110	Available for Work
Section: 115	Actively Seeking Work
Section: 120	Suitability of Work - Labor Standards
Section: 125	Availability for Part Time Work Only
Section: 130	Director's Approval of Training
Section: 135	Availability for Work and Active Search for Work: Attendance at Training Courses
Section: 140	Regular Attendance in Approved Training
Section: 145	Ineligibility to Receive Benefits for Failure to Participate in Reemployment Services
Section: 150	Profiling/Referral to Reemployment Services
Sub Part C Extended Benefits	
Section: 205	Applicability of Rules for Eligibility for Regular Benefits
Section: 210	Systematic and Sustained Search for Work
Section: 215	When an Individual's Prospects for Finding Work Shall be Deemed to

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

be Good

Part #: 2875 Supplemental Federal Benefits

Repealed at 15 Ill. Reg. 10414, June 27, 1991

Chapter: IV Department of Employment Security

Sub Chapter: g Ineligibility for Benefits

Part #: 2905 Alien Status

Sub Part A General Provisions

Section: 1	Unemployment Benefits to Aliens
Section: 5	Definitions
Section: 10	When is an Alien Lawfully Admitted for Permanent Residence
Section: 15	Permanent Residence Under Color of Law
Section: 20	Evidence of Eligibility
Section: 25	Ineligibility on the Basis of Alienage (Repealed)
Section: 30	Information Regarding Claimant's Status
Section: 35	Evidence of Ineligibility Because of Alienage
Section: 40	Legal Authorization to Work

Part #: 2910 Athletes

Sub Part A General Provisions

Section: 1	Ineligibility of Professional Athletes and Ancillary Personnel During Periods Between Sports Seasons
Section: 5	Definitions
Section: 10	Presumption of Reasonable Assurance
Section: 15	Reasonable Assurance Not Fulfilled
Section: 20	Sports Seasons and Period Between Seasons Determined

Part #: 2915 Academic Personnel

Sub Part A General Provisions

Section: 1	Definitions
Section: 5	Ineligibility Between Academic Years or Terms, Vacation Period or Holiday Recess
Section: 10	Ineligibility of Academic Personnel
Section: 15	Period Between Academic Years or Terms, Vacation Period or Holiday Recess
Section: 20	Presumption of Reasonable Assurance of Continued Employment
Section: 25	Rebuttal of the Presumption of Reasonable Assurance of Continued Employment
Section: 30	Date Benefit Ineligibility Ceases to Apply
Section: 35	Benefits to Insured Workers in Educational Institutions
Section: 40	Ineligibility of Employees Working in One Capacity for an Academic Employer Who Cross Over Within Years or Terms to Work in Another Capacity for the Same Type of Academic Employer
Section: 43	Eligibility of Employees Working for an Academic Employer Who Cross Over Within an Academic Year or Term to Work for a Non-

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 45	Academic Employer or for Another Type of Academic Employer Eligibility of Employees Working for One Type of Academic Employer Who Cross Over Between Years or Terms to Work for Another Type of Academic Employer
Section: 47	Eligibility of Employees Working in One Capacity Who Cross Over Between Years or Terms to Work in Another Capacity

Part #: 2920 Disqualifying Income and Reduced Benefits

Section: 1	Definitions
Section: 5	Ineligibility To Receive Benefits Due to Performing Full-Time Work or Due to the Receipt of Various Income Whose Sum is Equal to or Greater Than the Individual's Weekly Benefit Amount
Section: 10	Reduction In Benefits Due to Receipt of Vacation Pay, Holiday Pay, Retirement Pay, and Workers' Compensation Whose Sum is Less Than the Individual's Weekly Benefit Amount
Section: 15	Reduction in Benefits Due to Receipt of Wages for Less Than Full- Time Work
Section: 18	Voluntary Withholding for Federal And/Or State of Illinois Income Tax
Section: 20	Reduced Benefits: Payment of Dependents' Allowance or Spouse's Allowance
Section: 25	Payments Made During Shutdown For Inventory or Vacation Purposes
Section: 30	Payments Made in Connection With Separation or Layoff as, or in the Nature of Vacation Pay, Vacation Pay Allowance or as Pay in Lieu of Vacation
Section: 35	Holiday Pay
Section: 40	Payments in Lieu of Notice of Separation or Layoff
Section: 45	Severance Pay
Section: 48	Residual Payments
Section: 50	Back Pay Awards
Section: 55	Receipt of or Filing for Unemployment Insurance Benefits Under the Laws of Another State, Canada, or The United States
Section: 60	Supplemental Unemployment Benefits (SUB Pay)
Section: 65	Retirement Pay
Section: 66	Payments to an Election Judge
Section: 68	Payments by a Labor Union
Section: 69	Jury Service
Section: 70	Retirement Pay Considered Disqualifying Income
Section: 75	Allocation of Retirement Pay
Section: 80	Miscellaneous Forms of Retirement Pay
Section: 85	Conformity with Federal Unemployment Tax Act

Chapter: IV Department of Employment Security

Sub Chapter: h Employment Service

Part #: 2960 General Provisions

Section: 100	Disclosure of Information
Section: 105	Disclosure of Information for use in Employment, Training and

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

	Educational Programs Administered By State and Local Governmental Social Welfare Agencies
Section: 110	Disclosure of Information for use by Governmental Agencies Participating in Public Works and Related Programs
Section: 115	Disclosure of Identifying Information for Job Orders Posted on the Internet
Section: 120	Disclosure of Information to One-Stop Partners

Chapter: XI Human Rights Commission

Part #: 5200 Joint Rules of the Department of Human Rights and the Human Rights Commission: Handicap Discrimination in Employment

Editor's Note: This Part is a Joint Rule of the Department of Human Rights and the Human Rights Commission. The Text of this Part Appears at 56 Ill. Adm. Code 2500

Part #: 5210 Joint Rules of the Human Rights Commission and Department of Human Rights Rules on Sex Discrimination in Employment

Section: 10	Purpose and Coverage
Section: 20	Recruiting
Section: 30	Employment Agencies and Referral Services
Section: 40	Pre-Employment Inquiries
Section: 50	Discrimination in Compensation
Section: 60	Seniority Rosters and Lines of Progression
Section: 70	Bona Fide Occupational Qualifications
Section: 80	Marital, Parental Status
Section: 90	Fringe Benefits
Section: 100	Memberships in Private Clubs
Section: 110	Pregnancy, Childbirth and Childrearing

Part #: 5215 Joint Rules of the Human Rights Commission and Department of Human Rights: Rules on Pregnancy Discrimination and Accommodation in Employment (Adopted at 39 Ill. Reg. 15116, effective November 4, 2015)

(Editor's Note: The text of this Joint Rule appears at 56 Ill. Adm. Code 2535.)

Part #: 5220 Joint Rules of the Human Rights Commission and the Department of Human Rights: National Origin Discrimination in Employment

Section: 100	Definition of National Origin Discrimination
Section: 200	Unlawful Considerations
Section: 300	The Bona Fide Qualification Exception
Section: 400	Citizenship Requirements
Section: 500	Pre-Employment Inquiries
Section: 600	Undocumented Workers
Section: 700	Suspect Employment Criteria
Section: 800	Speak English Only Rules

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 900	Harassment
Part #: 5300 Procedural Rules	
Sub Part A Interpretations	
Section: 10	Definition of Terms
Section: 20	Computation of Time
Section: 30	Service of Pleadings
Section: 40	Filing
Section: 50	Separability
Sub Part B Records and Witnesses	
Section: 210	Subpoenas
Section: 220	Access to Commission Records
Sub Part C Settlements	
Section: 310	Settlement Agreements
Section: 320	Consideration by Commission
Section: 330	Non-Compliance
Sub Part D Request for Review	
Section: 400	Applicability of the Subpart
Section: 410	Filing with Commission
Section: 420	Notice by Commission
Section: 430	Response by Department
Section: 440	Reply to Response
Section: 450	Extensions of Time
Section: 460	Consideration of Request for Review
Section: 470	Additional Information or Referral for Hearing
Section: 480	Decision
Section: 490	Tolling of Time Period (Repealed)
Section: 495	Pending Requests
Sub Part E Hearings	
Section: 510	General
Section: 515	Election to Proceed Under the Alternative Hearing Procedure
Section: 520	Conduct of Hearing
Section: 530	Powers and Duties of Administrative Law Judge
Section: 540	Ex Parte Communications
Section: 550	Form of Pleadings and Other Papers (Repealed)
Section: 560	Appearances
Section: 570	Place and Manner of Filing Papers (Repealed)
Sub Part F Complaint and Answer	
Section: 610	Filing of Complaint
Section: 620	Service of Complaint
Section: 625	Elections in Real Estate Transaction Cases
Section: 630	Notice of Hearing
Section: 640	Answer
Section: 650	Amendments to Pleadings
Section: 660	Substitution and Addition of Parties
Sub Part G Discovery and Practice	
Section: 710	Prehearing Memorandum
Section: 715	Discovery for Alternative Hearing Procedure Matters
Section: 720	Discovery

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 725	Filing of Disclosure Information and Discovery Material
Section: 730	Motions and Objections
Section: 735	Summary Decision
Section: 740	Interlocutory Appeals
Section: 745	Admission of Fact or of Genuineness of Documents
Section: 750	Hearing Procedures
Section: 760	Preparation of Recommended Order and Decision
Section: 762	Preparation and Issuance of Final Order in Alternative Hearing Procedure Proceedings
Section: 765	Petitions for Fees and/or Costs
Section: 770	Settlement (Repealed)
Section: 780	Voluntary Dismissal
Section: 782	Authority for Sections 5300.783 - 5300.787 (Repealed)
Section: 783	Fees and Costs (Repealed)
Section: 784	Motion for Fees or Costs (Repealed)
Section: 785	Responses to Motions for Fees and Costs (Repealed)
Section: 786	Extensions of Time (Repealed)
Section: 787	Supplemented Record (Repealed)
Sub Part H	Practice in Front of the Commission
Section: 805	Scope of Motion Practice
Section: 810	Recommended Order Not Final (Renumbered)
Section: 815	Form of Motions and Objections
Section: 820	Exceptions to Recommended Order (Renumbered)
Section: 825	Presentation of Motions
Section: 830	Responses to Exceptions (Renumbered)
Section: 835	Emergency Motions
Section: 840	Extension of Time (Renumbered)
Section: 845	Agreed Motions and Orders
Section: 850	Oral Argument (Renumbered)
Section: 855	Extension of Time
Section: 860	Form of Pleadings and Other Papers (Renumbered)
Section: 865	Style of Documents for Commission Consideration
Section: 870	Ex Parte Communications (Renumbered)
Section: 880	Brief of Department (Renumbered)
Sub Part I	Review of Recommended Order and Decision
Section: 910	Finality of Recommended Order
Section: 920	Exceptions to Recommended Order
Section: 930	Responses to Exceptions
Section: 940	Extensions of Time
Section: 945	Acceptance of the Recommended Order for Review
Section: 950	Oral Argument
Section: 960	Form of Pleadings and Other Papers
Section: 970	Ex Parte Communications
Section: 980	Brief by Department
Sub Part J	Remandment
Section: 1010	Request to Present Additional Evidence
Section: 1020	Motion for Rehearing Before an Administrative Law Judge
Section: 1030	Remandment on the Commission's Own Motion
Section: 1040	Remand Proceedings

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 1050	Rehearing Before Full Commission (Renumbered)
Section: 1060	Modification of Commission Order (Renumbered)
Sub Part K	Order and Decision of the Commission
Section: 1110	Commissioners Participating
Section: 1120	Standard of Review
Section: 1130	Proposal for Decision
Section: 1140	Order and Decision
Section: 1145	Interest
Section: 1150	Rehearing Before Full Commission
Section: 1160	Modification of Commission Order
Section: 1170	Interlocutory Appeals

Chapter: XII Prairie State 2000 Authority

Part #: 5400 Individual Training Assistance Program

Sub Part A	Summary and Definition
Section: 100	Summary and Purpose
Section: 110	Definitions
Sub Part B	Application Process
Section: 200	Eligible Applicants
Section: 210	Qualification of Training Programs and Training Providers
Section: 220	Approval of Intake Centers
Section: 230	Application Requirements
Section: 240	On-Site Inspection
Sub Part C	Selection Criteria
Section: 300	Selection Criteria
Section: 310	Amount of Vouchers
Section: 320	Notification and Submission of Claims
Section: 330	Issuance of Vouchers
Section: 340	Redemption of Vouchers
Sub Part D	Post-Award Requirements
Section: 400	Recordkeeping, Reporting and Access to Information
Section: 410	Inspection of Records and Verification of Successful Completion
Section: 420	Refund of Benefits

Part #: 5410 Employer Training Assistance Program

Sub Part A	Summary and Definitions
Section: 100	Summary and Purpose
Section: 110	Definitions
Sub Part B	Application Process
Section: 200	Eligible Applicants
Section: 210	Eligible Training Programs
Section: 220	Application Requirements
Section: 230	Technical Assistance
Section: 240	On-Site Inspection
Sub Part C	Selection Criteria
Section: 300	Selection Criteria
Section: 310	Eligible Costs

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 320	Loan Amounts
Section: 330	Terms of Loan
Section: 340	Loan Forgiveness
Section: 350	Grant Amounts
Section: 360	Withholding of Grant Proceeds
Section: 370	Grant Restrictions
Section: 380	Fund Restrictions
Section: 390	Disbursement of Proceeds
Sub Part D	Post Award Requirements
Section: 400	Recordkeeping and Access to Information
Section: 410	Reporting

Chapter: XIII Carnival – Amusement Safety Board

Part #: 6000 Carnival and Amusement Ride Inspection Law

Section: 10	Definitions
Section: 15	Incorporated and Referenced Materials
Section: 20	Exemptions
Section: 25	Qualifications of Inspectors
Section: 30	Inspections
Section: 40	Application for a Permit to Operate
Section: 50	Permit, Inspection and Associated Fees
Section: 60	Revocation of Permit to Operate (Repealed)
Section: 65	Suspension of Permit to Operate
Section: 70	Amusement Ride and Amusement Attraction Design and Construction
Section: 80	Insurance
Section: 85	Requirements for Liability Insurance, Bond or Deposit of Security
Section: 90	Penalties
Section: 100	Employment of Carnival Workers
Section: 110	Assembly and Disassembly
Section: 120	Requirements for Operation
Section: 130	Authority Regarding Passenger Safety
Section: 140	Signal Systems
Section: 150	Daily Inspection and Test
Section: 160	Reports
Section: 170	Maintenance
Section: 180	Stop Operation Order
Section: 190	Fire Prevention and Protection
Section: 200	Internal Combustion Engines
Section: 210	Means of Access and Egress
Section: 220	Electrical Equipment – Amusement Rides and Amusement Attractions
Section: 230	Hydraulic Systems
Section: 240	Air Compressors and Equipment
Section: 250	Wire Rope
Section: 260	Chain
Section: 270	Inflatable Amusement Attractions
Section: 280	Non-Destructive Testing
Section: 290	Ski Lifts, Aerial Tramways, and Rope Tows
Section: 300	Go-Karts, Dune Buggies, and All-Terrain Vehicles

TABLE OF CONTENTS
ILLINOIS ADMINISTRATIVE CODE

Last Updated: January 4, 2016

TITLE 56 LABOR AND EMPLOYMENT

Section: 302	Outdoor and Indoor Concession Go-Karts
Section: 305	Racing Go-Karts
Section: 308	Dune Buggies and All-Terrain Vehicles
Section: 310	Water Slides
Section: 320	Dry Type Slides
Section: 330	Trams
Section: 340	Bungee Jumping
Section: 350	Zip Lines
Section: 351	Haunted Houses