

Reminder: Equal Pay Act Registration Certificate Filing Deadline Is March 23

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Employers who have not yet filed for an Illinois Equal Pay Act Registration Certificate (EPRC) must do so by March 23, 2024. This only applies to employers who have not filed for an EPRC in the past two years. We reported these requirements in a prior *Fast Laner*.

To recap, the Illinois Equal Pay Act requires employers with 100 or more employees in Illinois to obtain an Equal Pay Registration Certificate certifying the employer's compliance with laws prohibiting gender, race and other forms of discrimination based on wages.

In order to obtain the certificate, employers must file with the Illinois Department of Labor certain wage records, their most recent EEO-1 Report and an equal pay compliance statement. The statement must be signed by a corporate officer, legal counsel, or registered agent. The statement must certify, among other things, statutory compliance with the Illinois Equal Pay Act and other state and federal equal opportunity laws, a lack of wage disparity between male, female and minority employees and that there are no sex-based personnel decisions.

Employers with less than 100 employees must file for an exemption by completing an Exemption-Business form and e-mail it to DOL.EPRC@illinois.gov. In order to determine whether an employer had less than 100 employees, the employer must have had less than 100 current employees on December 31, 2023.

Attorneys

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Practice Areas

Wage and Hour
Compliance and Audits

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Employers who do not comply with the filing deadline or request an exemption are subject to a \$10,000 fine.

If you have questions about how to comply with the filing deadline, contact your Laner Muchin attorney.