

# Breaking News! Illinois Senate Refuses to Override Governor's Veto

## Labor & Employment Law Update

on November 9, 2017

### *INQUIRY INTO ILLINOIS APPLICANT'S SALARY INQUIRY REMAINS LAWFUL – FOR NOW.*

We previously reported that Governor Rauner's August 25, 2017 veto of HB 2462 amending the Illinois Equal Pay Act related to applicant salary history inquiries was subject to be overridden by the General Assembly. On October 25, 2017, as predicted, the Illinois House voted to override the veto by a vote of 80-33 (less than the initial vote of 91-24 to pass the bill). **On November 9, 2017, the Illinois Senate voted against overriding the veto.** While 29 senators favored overriding the veto, they were seven short of the 36 required to override the veto (and still less than the original 35 to vote to pass the bill).

#### **The battle is not over.**

In his veto, Governor Rauner suggested that the General Assembly adopt legislation similar to another state's law. As such, employers should expect legislation in 2018 in line with this new national trend, and prepare to revise job applications and interview questions accordingly. We will keep you abreast of future Illinois and national developments.