

Illinois Amends the Prevailing Wage Act (Again) to Delay Implementation of Full Fringe Benefit Mandate for Apprentices Until July 1, 2026

Labor & Employment Law Update

By Kevin Kleine and Jeffrey Risch on November 11, 2025

The Illinois legislature recently passed House Bill 1437 (H.B. 1437), which delays implementation of the fringe benefit payment mandates for apprentices on projects subject to the Illinois Prevailing Wage Act ("IPWA").

As some may recall, Governor Pritzker signed House Bill 2488 (H.B. 2488) into law effective June 30, 2025. H.B. 2488 requires the payment of "full journeyman annualized fringe benefits" to apprentices working on prevailing wage projects in Illinois, **regardless of the terms in the underlying prevailing area-wide union contract.**

H.B. 1437 delays the date that contractors must begin paying apprentices full journeyworker fringe benefits on public works projects to **July 1, 2026.**

Note: H.B. 1437 has not been signed into law by Governor Pritzker, but he is expected to do so in the coming weeks.

Our recent article on H.B. 2488 contains additional information.

Conclusion

While the delayed implementation of the fringe benefit mandates is good news for certain union signatory contractors, the Illinois legislature has nonetheless made complying with the IPWA even more confusing with this latest update and change.

In light of the ongoing changes to the IPWA, which seem to occur every legislative session, it is critical for contractors to consult with competent legal counsel in order to understand their obligations. Moreover, union signatory contractors performing prevailing work under the IPWA should discuss their particular compliance obligations in light of this new development.