

# The New Year is Coming...Is Your Office Prepared with the Required Illinois Posters for 2019?

## Labor & Employment Law Update

By Sara Zorich on November 20, 2018

As the holidays are quickly approaching and the hustle and bustle of the end of the year begins, it is important to focus on compliance for 2019. Illinois employers need to ensure that they have the required Illinois postings displayed in their workplaces. The following Illinois posters are required for the designated Illinois employers:

1. NEW Discrimination and Sexual Harassment Poster (Required to be posted by ALL ILLINOIS EMPLOYERS as of September 2018). In addition, employers should review the notice to employers which outlines information about the poster AND the additional posting requirements necessary in the Company's handbook.
2. NEW Illinois Service Member Employment and Reemployment Rights Act (ISERRA) Poster (Required to be posted by ALL ILLINOIS EMPLOYERS by January 1, 2019). This is a new law applicable to public and private employers governing military service leave which aligns Illinois' military law with the federal law USERRA. For private employers, there are some additional requirements beyond USERRA regarding performance reviews addressed in Section 330 ILCS 61/5-5(3) of the Act. This new law has NO IMPACT on the Illinois Family Military Leave Act which is still applicable law.
3. Pregnancy Notice (Required to be posted by ALL ILLINOIS EMPLOYERS)
4. Know Your Rights Poster (Required to be posted by ALL ILLINOIS EMPLOYERS)
5. Workers Compensation (Required to be posted by ALL ILLINOIS EMPLOYERS)
6. Unemployment Insurance Benefits Notice (Required to be posted by ALL ILLINOIS EMPLOYERS)
7. Emergency Choking Notice (Required to be posted by ALL ILLINOIS EMPLOYERS)
8. Smoke Free Illinois Act Notice (Required to be posted by ALL ILLINOIS EMPLOYERS)
9. Sexual Harassment in Higher Education Act Poster (Required for those entities who are a public university, a public community college, or an

independent, not-for-profit or for-profit higher education institution located in Illinois)

10. Employee Classification Act of 2008 Poster (Required to be posted by ALL ILLINOIS CONSTRUCTION CONTRACTORS that have one or more individuals that are not classified as employees)
11. Illinois Occupational Safety & Health Act Poster (Required to be posted by ALL ILLINOIS PUBLIC SECTOR EMPLOYERS)
12. Illinois Day and Temporary Labor Services Act (Required to be posted by ALL ILLINOIS TEMPORARY LABOR AGENCIES)

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