

ILLINOIS

New Law Requires Pay Scale and Benefits on All Job Advertisements

On Aug. 11, 2023, Illinois enacted a new law that requires employers to include pay scales and information about benefits in all job advertisements. The new law, [House Bill \(HB\) 3129](#), is **effective Jan. 1, 2025**.

Covered Employers and Positions

HB 3129 applies to employers with 15 or more employees. These employers must comply with the new requirements for any position that is either physically performed in Illinois or performed elsewhere but reports to a supervisor, office or other site in Illinois.

Pay Scale and Benefits

Under HB 3129, postings must include the wage or salary, or range thereof, and a general description of the benefits and other compensation the employer reasonably expects, in good faith, to offer for the job. These amounts may be set by reference to any applicable pay scale, the previously determined range for the position, the actual range of others currently holding equivalent positions or the budgeted amount for the position.

The law specifies that employers may comply by including hyperlinks to publicly viewable web pages that include the pay scale and benefits for a position.

Promotion Opportunities

HB 3129 also requires employers to inform current employees about any open positions that may be promotion opportunities. These opportunities must be posted, announced or otherwise made known to employees within 14 days after an employer posts about them externally.

Enforcement

Employers that fail to comply with the new requirements may face fines of between \$500 and \$10,000 per violation.

Important Dates

Aug. 11, 2023

Illinois enacted a new state law that requires all employers in Illinois to include information about pay and benefits on job postings.

Jan. 1, 2025

HB 3129 is effective on this date.

Starting Jan. 1, 2025, employers with 15 or more employees must include pay scale and benefit information in all job postings.

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