

Temp Worker Rights in Illinois

Temporary workers have the same rights as other workers, however Illinois has a very strong law especially for temporary workers that gives them some more rights. These rights include:

- **Employment Notice:** At the beginning of each assignment, the agency is required to provide you with a document with your name, date, the name and address of the host company, the type of work you will perform, the pay, and any fees charged to you. The notice must include the type of protective clothing, safety training and equipment required for the assignment.
- **Work Tickets:** On the first day of any assignment, the host company must give the worker a record that includes the worker's name, date, location, and the number of hours worked that day.
- **Check Stubs:** The agency is required to provide a check stub that details the number of hours worked at each host company, the total hours worked and a list of all deductions. Stubs can be provided online, however workers may demand copies their payroll records.
- **Pay Disputes:** If you believe that the agency did not pay you for all the hours you worked, you have the right to inspect the agency records that reveal how many hours the agency charged the host company where you worked and the hours you were actually paid.
- **4-Hours Minimum Pay:** If an agency sends you to a company and you are not given work, the agency must pay you a minimum of 4 hours "show up pay".
- **Transportation Charges:** If an agency provides transportation or directs you to take a specific form of transportation, it cannot charge you for the ride and the agency is responsible for your safety. If a co-worker gives you transportation on their own, the driver may charge you. If the agency provides you a ride to the worksite, it must pick up you and transport you back to where you came from.
- **Temp to Perm:** Agencies are required to endeavor to place temp workers into permanent positions if such positions become available. An agency cannot charge a company a fee for directly hiring you if you have worked more than 60 days for that agency.
- **Other Prohibited Fees:** Agencies cannot charge workers for drug tests, background checks or credit history checks.

You have the right file suit in court for many violations:

If the agency violates any of your rights, you can sue it in court. If you win, you can receive up to double owed you, or if it is a notification violation, up to \$500 for each violation and the court can order the company to pay the attorney's fee.

PROTECTION AGAINST RETALIATION

It is illegal for your employer to retaliate against you for filing a complaint, a lawsuit or for taking action in concert with co-workers or with the CWC. Group protests or petitions are protected by federal law. The same protection against retaliation exists for direct-hire workers



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This guide gives a brief description of some of your labor rights. Each case is different and needs an investigation of the facts. You should not rely solely on this guide to determine your rights. You may have other rights that are not included here. If you have questions about your rights in your workplace, you can contact the Chicago Workers Collaborative.