

July 2026 Notice – Illinois Department of Labor Updates: Equal Pay Registration Certificate

Greetings from the Illinois Department of Labor!

You are receiving this communication because your business has interacted with the Illinois Department of Labor's Equal Pay Registration Certificate ("EPRC") program, an Illinois Equal Pay Act requirement that private businesses with 100+ Illinois employees must biennially submit specific information on their pay practices, employee pay data, and a \$150 fee to the Department via a dedicated Portal to obtain an EPRC Certificate.

Even though businesses have made over 9,200 EPRC submissions to the Department since the EPRC program began in 2022, most businesses interact with EPRC only once every two years.

The Department wants to make sure wherever your business stands in the EPRC process — new to EPRC, recently obtained your EPRC Certificate, or with recertification coming up — you have the latest on key enhancements to the EPRC Portal and process, and other program updates:

<i>CHANGE</i>	<i>Before</i>	<i>After</i>	<i>Effective Date</i>	<i>Reason</i>	<i>Notes</i>
Streamlined EPRC submission procedure	A business had to complete web-based information and also a Compliance Statement by downloading, printing, signing, scanning, and uploading the document to the EPRC Portal.	The entire EPRC submission is web-based, including the Compliance Statement.	08/2025	Ease of use for businesses.	A business can upload a signed Compliance Statement in the EPRC Portal in addition to its web-based submission if desired.
Enhanced EPRC data collection	(1) Added "Middle Eastern or North African" option for identifying race.	All businesses will report employee race, gender, and	1) 10/2025	Enhanced accuracy and quality of pay	A business can upload a document into the EPRC Portal in addition to its web-based submission if desired. See FAQs 21 and 22 on EPRC website.

	(2) Some businesses skewed data collection by mass submission of employee race, gender, or ethnicity as "prefers not to identify".	ethnicity with increasing accuracy, with "prefers not to identify" no longer an option.	2) 7/2026	data for businesses and for IDOL reporting and analysis purposes.	
New reporting and analysis of EPRC data	Thousands of individual EPRC submissions provided valuable data to IDOL that had not yet been analyzed for statistical significance.	UIUC's Project for Middle Class Revival partnered with IDOL and analyzed EPRC aggregate data, issuing a report with findings on pay disparities in Illinois and suggesting best practices for IDOL & businesses.	12/2025	Assisting IDOL and businesses in addressing pay inequities.	Report can be viewed here .
Reframed name of IDOL Division	Conciliation/Mediation	Wage Transparency and Construction Compliance	1/1/2026	Making agency activity more user-friendly for businesses.	
Decoupled EPRC from federal pay data reporting	Duty to submit EPRC pay data, and data to be submitted, previously were tied to whether and what a business reported on its federal EEO-1.	All statute and rule references to EEO-1 deleted, with EPRC reporting duty and classification standards as standalone requirements.	Statute 6/2025 Rule 6/2026	Clarifying the scope of EPRC jurisdiction for businesses.	Statute can be viewed here . Rule can be viewed at https://www.ilga.gov/agencies/JCAR/EntirePart?titlepart=05600320

Improved self-service in EPRC portal	(1) A business could not obtain copies of IDOL's approved submission. (2) Businesses did not know that the Portal allows only 30 days after their submission is rejected to make revisions, and that after 30 days a business must start their submission over and pay a new filing fee.	(1) Businesses can log into their EPRC Portal accounts and download their prior IDOL-approved submissions. (2) When IDOL rejects a business's EPRC submission, the user will receive a warning that after 30 days the business will not be able to edit the submission.	7/1/2026	Ease of use for businesses.	
Refined terminology and process in IDOL notices	(1) "Notice of Delinquency" informed a business that it had not obtained EPRC Certificate as required, and gave 30 days to remedy. (2) "Notice of Violation" informed a business that it failed to obtain EPRC Certificate as required, gave deadline to comply, and outlined possible penalties. (3) If a business still did not obtain EPRC Certificate, IDOL issued a "Determination" regarding	(1) "Notice of Non-compliance" informs a business that it did not obtain EPRC Certificate as required, gives 30 days to remedy, and notes possible penalties. (2) If a business still does not obtain EPRC Certificate, IDOL will issue a "Notice of Violation" regarding violation of law, including penalties.	7/1/2026	Consistency in notices and naming conventions across IDOL divisions.	

	violation of law, including penalties.				
Revised pay data reporting tool	Last version of pay data tool issued in 3/2025.	Updated race, ethnicity, and gender options.	1/1/2027	Incorporating updates for ease of use for businesses.	Will be on IDOL website page for EPRC.

The Department of Labor hopes that this information helps your business manage its EPRC compliance.

There is much more information available on the [Department's dedicated website page for EPRC](#), including answers to [Frequently Asked Questions](#) about EPRC, our [EPRC Training PowerPoint slides](#), and annual reports about EPRC and other Illinois Equal Pay Act programs.

Quick references for the most-commonly-asked EPRC questions:

- Forgot username password? [FAQ #7](#)
- Gain access to account / new user? [FAQ #8](#)
- How to avoid missed notices? [FAQ #8](#) *(add additional users and/or use a corporate/business general email address for EPRC)*
- Job Classification errors? [Page 35 of current training slide](#)
- What year's data to report? [FAQ #19](#)

As always, the Department stands ready to assist you as you prepare and make your EPRC submission, so please feel free to contact our Equal Pay Unit *by email* at DOL.EPRC@Illinois.gov or *by phone* at (312) 793-6797 (toll-free call available at 866-EPA-IDOL (or 866-372-4365)).