

The Bill also gives temporary workers the right to refuse an assignment at a workplace at which a strike, lockout, or other labor dispute is ongoing. The staffing agency must provide written notice to the worker informing them of the labor dispute and their right to decline the assignment on that basis.

Under the amended Act, staffing agencies and third-party clients are now subject to heftier fines for non-compliance, helping to ensure that they adhere to the requirements of the Act. Additionally, third parties are now entitled to bring civil actions to enforce the provisions of the Act. These entities, referred to as "interested parties," are defined as "organization[s] that monitor . . . or [are] attentive to compliance with public or worker safety laws, wage and hour requirements, or other statutory requirements." An interested party must first lodge a complaint with the Illinois Department of Labor (IDOL), after which the party can obtain a right to sue letter.

The amendments introduced under HB2862 represent a landmark victory for temporary workers. The Bill not only establishes various new rights for such workers but also introduces stronger mechanisms for enforcing the Act.

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