



practices. However, for any “external job posting,” the Bill creates a new requirement that the employer must announce or post “all opportunities for promotion” internally to all current employees within 14 days of the external job posting. The Illinois Department of Labor is tasked with investigating complaints filed by “any person that claims to be aggrieved by a violation” of the new pay transparency rules, and it can impose increasing amounts of fines against non-complaint employers.

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