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1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Day and Temporary Labor Services Act is  
5 amended by changing Sections 5, 10, 11, 42, 45, 55, and 85 and  
6 by adding Section 43 as follows:

7 (820 ILCS 175/5)

8 Sec. 5. Definitions. As used in this Act:

9 "Applicant" means a natural person who seeks a work  
10 assignment at a day and temporary labor service agency.

11 "Day or temporary laborer" means a natural person who  
12 contracts for employment with a day and temporary labor  
13 service agency.

14 "Day and temporary labor" means work performed by a day or  
15 temporary laborer at a third party client, the duration of  
16 which may be specific or undefined, pursuant to a contract or  
17 understanding between the day and temporary labor service  
18 agency and the third party client. "Day and temporary labor"  
19 does not include labor or employment of a professional or  
20 clerical nature.

21 "Day and temporary labor service agency" means any person  
22 or entity engaged in the business of employing day or  
23 temporary laborers to provide services, for a fee, to or for

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1 any third party client pursuant to a contract with the day and  
2 temporary labor service agency and the third party client.

3 "Department" means the Department of Labor.

4 "Interested party" means an organization that monitors or  
5 is attentive to compliance with public or worker safety laws,  
6 wage and hour requirements, or other statutory requirements.

7 "Labor dispute" means any controversy concerning wages,

8 hours, terms, or conditions of employment.

9 "Third party client" means any person that contracts with  
10 a day and temporary labor service agency for obtaining day or  
11 temporary laborers.

12 "Person" means every natural person, firm, partnership,  
13 co-partnership, limited liability company, corporation,  
14 association, business trust, or other legal entity, or its  
15 legal representatives, agents, or assigns.

16 (Source: P.A. 103-437, eff. 8-4-23.)

17 (820 ILCS 175/10)

18 Sec. 10. Employment notice and application receipt.

19 ~~Notice.~~

20 (a) Employment notice. Whenever a day and temporary labor  
21 service agency agrees to send one or more persons to work as  
22 day or temporary laborers, the day and temporary labor service  
23 agency shall provide to each day or temporary laborer, at the  
24 time of dispatch, a statement containing the following items  
25 on a form approved by the Department:

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1 (1) the name of the day or temporary laborer;

2 (2) the name and nature of the work to be performed,  
3 including a list of basic job duties, and the types of  
4 equipment, protective clothing, and training that are  
5 required for the task;

6 (3) the wages offered;

7 (4) the name and address, including county, of the  
8 destination of each day or temporary laborer;

9 (5) terms of transportation; ~~and~~

10 (6) whether a meal or equipment, or both, are  
11 provided, either by the day and temporary labor service  
12 agency or the third party client, and the cost of the meal  
13 and equipment, if any; and -

14 (7) for a day or temporary laborer entitled to the pay  
15 requirements described in Section 42, either:

16 (A) the seniority and hourly wage of the  
17 comparator being used to determine the wage if the  
18 wage is determined under paragraph (1) of subsection  
19 (a) of Section 42; or

20           (B) the standard occupational classification used  
21           if the wage is determined under paragraph (2) of  
22           subsection (a) of Section 42.

23           If a day or temporary laborer is assigned to the same  
24 assignment for more than one day, the day and temporary labor  
25 service agency is required to provide the employment notice  
26 only on the first day of the assignment and on any day that any

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1 of the terms listed on the employment notice are changed.

2           ~~If the day or temporary laborer is not placed with a third~~  
3 ~~party client or otherwise contracted to work for that day, the~~  
4 ~~day and temporary labor service agency shall, upon request,~~  
5 ~~provide the day and temporary laborer with a confirmation that~~  
6 ~~the day or temporary laborer sought work, signed by an~~  
7 ~~employee of the day and temporary labor service agency, which~~  
8 ~~shall include the name of the agency, the name and address of~~  
9 ~~the day or temporary laborer, and the date and the time that~~  
10 ~~the day or temporary laborer receives the confirmation.~~

11           ~~(b) (Blank). No day and temporary labor service agency~~  
12 ~~may send any day or temporary laborer to any place where a~~  
13 ~~strike, a lockout, or other labor trouble exists.~~

14           (b-5) Application receipt. If an applicant seeks a work  
15 assignment as a day or temporary laborer with a day and  
16 temporary labor service agency, including in-person, online,  
17 or through an app-based system, and is not placed with a third  
18 party client or otherwise contracted to work for that day by  
19 the day and temporary labor service agency, the day and  
20 temporary labor service agency shall provide the applicant  
21 with a confirmation that the applicant sought work, signed by  
22 an employee of the day and temporary labor service agency, on a  
23 form approved by the Department, that shall include:

24           (1) the name and location of the day and temporary  
25 labor service agency and branch office;

26           (2) the name and address of the applicant;

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1           (3) the date and the time that the applicant sought  
2           the work assignment;

3           (4) the manner in which the applicant sought the work  
4           assignment; and

5           (5) the specific work sites or type of jobs sought by  
6           the applicant, if applicable.

7           (c) The Department shall recommend to day and temporary  
8           labor service agencies that those agencies employ personnel  
9           who can effectively communicate information required in  
10           subsections (a) and (b-5) ~~(b)~~ to day or temporary laborers in  
11           Spanish, Polish, or any other language that is generally  
12           understood in the locale of the day and temporary labor  
13           service agency.

14           (Source: P.A. 99-78, eff. 7-20-15; 100-517, eff. 6-1-18.)

15           (820 ILCS 175/11)

16           Sec. 11. Right to refuse assignment to a labor dispute.

17           (a) No day and temporary labor service agency may send a  
18           day or temporary laborer to a place where a strike, a lockout,  
19           or work stoppage ~~other labor trouble~~ exists because of a labor  
20           dispute or where a picket, bannering, or handbilling exists  
21           because of a labor dispute without providing, at or before the  
22           time of dispatch, a statement, in writing and in a language  
23           that the day and temporary laborer understands, informing the  
24           day or temporary laborer of the labor dispute and the day or  
25           temporary laborer's right to refuse the assignment without

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1           prejudice to receiving another assignment.

2           (b) The failure by a day and temporary labor service  
3           agency to provide any of the information required by this  
4           Section shall constitute a notice violation under Section 95.  
5           The failure of a day and temporary labor service agency to  
6           provide each piece of information required by this Section at  
7           each time it is required by this Section shall constitute a  
8           separate and distinct notice violation. If a day and temporary  
9           labor service agency claims that it has provided a notice as  
10           required under this Section electronically, the day and  
11           temporary labor service agency shall bear the burden of  
12           showing that the notice was provided if there is a dispute.

13 (Source: P.A. 103-437, eff. 8-4-23.)

14 (820 ILCS 175/42)

15 Sec. 42. Equal pay for equal work.

16 (a) A day and temporary labor service agency shall pay a  
 17 day or temporary laborer who is assigned to work and performs  
 18 work at the same a third party client for more than 720 hours  
 19 within a 12-month period, beginning on or after April 1, 2024,  
 20 in accordance with one of the following methods: 90-calendar  
 21 days shall be paid not less than the rate of pay and equivalent  
 22 benefits as the lowest paid

23 (1) Third party client employee compensation as a  
 24 basis for compensation. The day or temporary laborer shall  
 25 be paid as follows:

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1 (A) if there is a directly hired comparator  
 2 employee of the third party client with the same or  
 3 substantially similar level of seniority at the  
 4 company and performing the same or substantially  
 5 similar work on jobs the performance of which requires  
 6 substantially similar skill, effort, and  
 7 responsibility, and that are performed under similar  
 8 working conditions, not less than the straight-time  
 9 hourly rate of pay or hourly equivalent of the lowest  
 10 paid directly hired comparator employee of the third  
 11 party client who is entitled to overtime under the  
 12 Fair Labor Standards Act of 1938, as amended, with the  
 13 same or substantially similar level of seniority at  
 14 the company and performing the same or substantially  
 15 similar work on jobs the performance of which requires  
 16 substantially similar skill, effort, and  
 17 responsibility, and that are performed under similar  
 18 working conditions; or -

19 (B) if there is not a directly hired comparator  
 20 comparative employee of the third party client, the  
 21 day or temporary laborer shall be paid not less than  
 22 the straight-time hourly rate of pay or hourly and  
 23 equivalent benefits of the lowest paid directly direct

24 hired employee of the third party client who is  
25 entitled to overtime under the Fair Labor Standards  
26 Act of 1938, as amended, company with the closest

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1 ~~level of seniority at the third party client company.~~  
2 ~~A day and temporary labor service agency may pay the~~  
3 ~~hourly cash equivalent of the actual cost benefits in~~  
4 ~~lieu of benefits required under this Section.~~

5 (2) Bureau of Labor Statistics data as a basis for  
6 compensation. At the sole discretion of the third party  
7 client, the day or temporary laborer shall be paid as  
8 follows:

9 (A) if a day or temporary laborer has been  
10 assigned to work and performs work at the same third  
11 party client for more than 720 hours within a 12-month  
12 period, not less than the median base hourly rate, or  
13 hourly equivalent if paid on a salary basis, of  
14 workers working in the same or a substantially similar  
15 job classification, as reflected in the detail level  
16 of the most recent Standard Occupational  
17 Classification System published by the United States  
18 Department of Labor's Bureau of Labor Statistics, in  
19 the same metropolitan area or non-metropolitan area of  
20 Illinois where the work is performed, as reflected in  
21 the most recent Occupational Employment and Wage  
22 Statistics Survey, or any successor publication,  
23 published by the United States Department of Labor's  
24 Bureau of Labor Statistics; or

25 (B) if a day or temporary laborer has been  
26 assigned to work and performs work at the same third

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1 party client for more than 4,160 hours within a  
2 48-month period, not less than the 75th percentile  
3 base hourly rate, or hourly equivalent if paid on a

4 salary basis, of workers working in the same or  
5 substantially similar job classification, as reflected  
6 in the detail level of the most recent Standard  
7 Occupational Classification System published by the  
8 United States Department of Labor's Bureau of Labor  
9 Statistics, in the same metropolitan area or  
10 non-metropolitan area of Illinois where the work is  
11 performed, as reflected in the most recent  
12 Occupational Employment and Wage Statistics Survey, or  
13 any successor publication, published by the United  
14 States Department of Labor's Bureau of Labor  
15 Statistics.

16 The Department shall provide on its website a link to  
17 the publications specified in this paragraph and a link to  
18 the United States Department of Labor's guidance on  
19 determining standard occupational classifications.

20 (b) A day and temporary labor agency shall provide a day or  
21 temporary laborer who is assigned to work and performs work at  
22 the same third party client for more than 720 hours within a  
23 12-month period, beginning on or after April 1, 2024,  
24 substantially similar benefits to the job classification of  
25 employees performing the same or substantially similar work on  
26 jobs and performed under similar working conditions. A day and

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1 temporary labor service agency may pay the hourly average cash  
2 equivalent of the actual cost of the benefits the third party  
3 client provides the applicable directly hired employees in  
4 lieu of benefits required under this subsection.

5 (c) Upon request, a third party client to which a day or  
6 temporary laborer has been assigned to work and performed work  
7 for more than 720 hours within a 12-month period or 4,160 hours  
8 within a 48-month period ~~90 calendar days~~ shall be obligated  
9 to timely provide the day and temporary labor service agency  
10 with all necessary information related to job duties, working  
11 conditions, pay, seniority, and benefits it provides to the  
12 applicable classification of directly hired employees  
13 necessary for the day and temporary labor service agency to  
14 comply with this Section. Upon receipt of the accurate and

15 complete information described in this subsection from the  
16 third party client, it shall be the responsibility and duty of  
17 the day and temporary labor service agency to calculate and  
18 determine the straight-time hourly rate of pay and the  
19 benefits it shall offer to the day or temporary laborer,  
20 including any cash equivalent. The failure by a third party  
21 client to provide any of the information required under this  
22 Section shall constitute a notice violation by the third party  
23 client under Section 95. For purposes of this Section, the day  
24 and temporary labor service agency shall be considered a  
25 person aggrieved as described in Section 95. ~~For the purposes~~  
26 ~~of this Section, the calculation of the 90 calendar days may~~

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1 ~~not begin until April 1, 2024.~~

2 (d) For purposes of this Section, "seniority" means the  
3 number of calendar months a day or temporary laborer has been  
4 assigned to and worked at the third party client compared to  
5 the number of calendar months a directly hired comparator  
6 employee has been employed by the third party client.

7 (Source: P.A. 103-437, eff. 8-4-23; 103-564, eff. 11-17-23.)

8 (820 ILCS 175/43 new)

9 Sec. 43. Exception to equal pay requirements. The  
10 requirements set forth in Section 42 shall not apply to any  
11 company where the direct hire employees of the third party  
12 client performing the same or substantially similar work as  
13 the day or temporary laborers assigned to work at the third  
14 party client are covered by a valid collective bargaining  
15 agreement in effect on April 1, 2024 for the period covered by  
16 that current collective bargaining agreement. Thereafter, the  
17 hourly cash payment specified in subsection (b) of Section 42  
18 shall not be required if the direct hire employees of the third  
19 party client performing the same or substantially similar work  
20 as the day or temporary laborers assigned to work at the third  
21 party client are covered by a valid collective bargaining  
22 agreement for any period covered by that collective bargaining  
23 agreement.

24 (820 ILCS 175/45)



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1 Sec. 45. Registration; Department of Labor.

2 (a) A day and temporary labor service agency which is  
3 located, operates or transacts business within this State  
4 shall register with the Department of Labor in accordance with  
5 rules adopted by the Department for day and temporary labor  
6 service agencies and shall be subject to this Act and any rules  
7 adopted under this Act. Each day and temporary labor service  
8 agency shall provide proof of an employer account number  
9 issued by the Department of Employment Security for the  
10 payment of unemployment insurance contributions as required  
11 under the Unemployment Insurance Act, and proof of valid  
12 workers' compensation insurance in effect at the time of  
13 registration covering all of its employees. If, at any time, a  
14 day and temporary labor service agency's workers' compensation  
15 insurance coverage lapses, the agency shall have an  
16 affirmative duty to report the lapse of such coverage to the  
17 Department and the agency's registration shall be suspended  
18 until the agency's workers' compensation insurance is  
19 reinstated. The Department may assess each day and temporary  
20 labor service agency a non-refundable registration fee not  
21 exceeding \$3,000 per year per agency and a non-refundable fee  
22 not to exceed \$750 for each branch office or other location  
23 where the agency regularly contracts with day or temporary  
24 laborers for services. The fee may be paid by check, money  
25 order, or the State Treasurer's E-Pay program or any successor  
26 program, and the Department may not refuse to accept a check on

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1 the basis that it is not a certified check or a cashier's  
2 check. The Department may charge an additional fee to be paid  
3 by a day and temporary labor service agency if the agency, or  
4 any person on the agency's behalf, issues or delivers a check  
5 to the Department that is not honored by the financial  
6 institution upon which it is drawn. The Department shall also  
7 adopt rules for violation hearings and penalties for  
8 violations of this Act or the Department's rules in  
9 conjunction with the penalties set forth in this Act.

10 (a-1) At the time of registration with the Department of  
11 Labor each year, the day and temporary labor service agency  
12 shall submit to the Department of Labor a report containing  
13 the information identified in paragraph (9) of subsection (a)  
14 of Section 12, broken down by branch office, in the aggregate  
15 for all day or temporary laborers assigned within Illinois and  
16 subject to this Act during the preceding year. This  
17 information shall be submitted on a form created by the  
18 Department of Labor. The Department of Labor shall aggregate  
19 the information submitted by all registering day and temporary  
20 labor service agencies by removing identifying data and shall  
21 have the information available to the public only on a  
22 municipal and county basis. As used in this paragraph,  
23 "identifying data" means any and all information that: (i)  
24 provides specific information on individual worker identity;  
25 (ii) identifies the service agency in any manner; and (iii)  
26 identifies clients utilizing the day and temporary labor

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1 service agency or any other information that can be traced  
2 back to any specific registering day and temporary labor  
3 service agency or its client. The information and reports  
4 submitted to the Department of Labor under this subsection by  
5 the registering day and temporary labor service agencies are  
6 exempt from inspection and copying under Section 7.5 of the  
7 Freedom of Information Act.

8 (b) It is a violation of this Act to operate a day and  
9 temporary labor service agency without first registering with  
10 the Department in accordance with subsection (a) of this  
11 Section. The Department shall create and maintain at regular  
12 intervals on its website, accessible to the public: (1) a list  
13 of all registered day and temporary labor service agencies in  
14 the State whose registration is in good standing; (2) a list of  
15 day and temporary labor service agencies in the State whose  
16 registration has been suspended, including the reason for the  
17 suspension, the date the suspension was initiated, and the  
18 date, if known, the suspension is to be lifted; and (3) a list  
19 of day and temporary labor service agencies in the State whose  
20 registration has been revoked, including the reason for the  
21 revocation and the date the registration was revoked. The

22 Department has the authority to assess a penalty against any  
23 day and temporary labor service agency that fails to register  
24 with the Department of Labor in accordance with this Act or any  
25 rules adopted under this Act of \$500 for each violation. Each  
26 day during which a day and temporary labor service agency

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1 operates without registering with the Department shall be a  
2 separate and distinct violation of this Act.

3 (c) A day and temporary labor service agency applying for  
4 registration with the Department ~~An applicant~~ is not eligible  
5 to register to operate a day and temporary labor service  
6 agency under this Act if the day and temporary labor service  
7 agency applying for registration with the Department ~~applicant~~  
8 or any of its officers, directors, partners, or managers or  
9 any owner of 25% or greater beneficial interest:

10 (1) has been involved, as owner, officer, director,  
11 partner, or manager, of any day and temporary labor  
12 service agency whose registration has been revoked or has  
13 been suspended without being reinstated within the 5 years  
14 immediately preceding the filing of the application; or

15 (2) is under the age of 18.

16 (d) Every agency shall post and keep posted at each  
17 location, in a position easily accessible to all day or  
18 temporary laborers ~~s~~, notices as supplied and required by the  
19 Department containing a copy or summary of the provisions of  
20 the Act and a notice which informs the public of a toll-free  
21 telephone number for day or temporary laborers and the public  
22 to file wage dispute complaints and other alleged violations  
23 by day and temporary labor service agencies. Every day and  
24 temporary labor service agency employing day or temporary  
25 laborers who communicate with the day and temporary labor  
26 service agency by electronic communication shall also provide

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1 all required notices by email to its day or temporary laborers  
2 or on a website, regularly used by the employer to communicate

3 work-related information, that all day or temporary laborers  
4 are able to regularly access, freely and without interference.  
5 Such notices shall be in English and any other language  
6 generally understood in the locale of the day and temporary  
7 labor service agency.  
8 (Source: P.A. 103-201, eff. 1-1-24; 103-437, eff. 8-4-23;  
9 revised 12-15-23.)

10 (820 ILCS 175/55)

11 Sec. 55. Enforcement by the Department. It shall be the  
12 duty of the Department to enforce the provisions of this Act  
13 when, in the Department's judgment, there is cause and  
14 sufficient resources for investigation. The Department shall  
15 have the power to conduct investigations in connection with  
16 the administration and enforcement of this Act and any  
17 investigator with the Department shall be authorized to visit  
18 and inspect, at all reasonable times, any places covered by  
19 this Act and shall be authorized to inspect, at all reasonable  
20 times, contracts for the employment of all day or temporary  
21 laborers entered into by a third party client if the  
22 Department has received a complaint indicating that the third  
23 party client may have contracted with a day and temporary  
24 labor service agency that is not registered under this Act.  
25 The Department shall conduct hearings in accordance with the

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1 Illinois Administrative Procedure Act upon written complaint  
2 by an investigator of the Department or any interested person  
3 of a violation of the Act. After the hearing, if supported by  
4 the evidence, the Department may (i) issue and cause to be  
5 served on any party an order to cease and desist from further  
6 violation of the Act, (ii) take affirmative or other action as  
7 deemed reasonable to eliminate the effect of the violation,  
8 (iii) deny, suspend, or revoke any registration under this  
9 Act, and (iv) determine the amount of any civil penalty  
10 allowed by the Act. The Director of Labor or his or her  
11 representative may compel, by subpoena, the attendance and  
12 testimony of witnesses and the production of books, payrolls,  
13 records, papers, and other evidence in any investigation or  
14 hearing and may administer oaths to witnesses. Nothing in this

15 Act applies to labor or employment of a clerical or  
16 professional nature.

17 (Source: P.A. 103-437, eff. 8-4-23.)

18 (820 ILCS 175/85)

19 Sec. 85. Third party clients.

20 (a) It is a violation of this Act for a third party client  
21 to enter into a contract for the employment of day or temporary  
22 laborers with any day and temporary labor service agency not  
23 registered under Section 45 of this Act. A third party client  
24 has a duty to verify a day and temporary labor service agency's  
25 status with the Department before entering into a contract

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1 with such an agency, and on March 1 and September 1 of each  
2 year. A day and temporary labor service agency shall be  
3 required to provide each of its third party clients with proof  
4 of valid registration issued by the Department at the time of  
5 entering into a contract. A day and temporary labor service  
6 agency shall be required to notify, both by telephone and in  
7 writing, each day or temporary laborer it employs and each  
8 third party client with whom it has a contract within 24 hours  
9 of any denial, suspension, or revocation of its registration  
10 by the Department. All contracts between any day and temporary  
11 labor service agency and any third party client shall be  
12 considered null and void from the date any such denial,  
13 suspension, or revocation of registration becomes effective  
14 and until such time as the day and temporary labor service  
15 agency becomes registered and considered in good standing by  
16 the Department as provided in Section 50 and Section 55. Upon  
17 request, the Department shall provide to a third party client  
18 a list of entities registered as day and temporary labor  
19 service agencies. The Department shall provide on the Internet  
20 a list of entities registered as day and temporary labor  
21 service agencies. A third party client may rely on information  
22 provided by the Department or maintained on the Department's  
23 website pursuant to Section 45 of this Act and shall be held  
24 harmless if such information maintained or provided by the  
25 Department was inaccurate. Any third party client that  
26 violates this provision of the Act is subject to a civil

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1 penalty of not less than \$100 and not to exceed \$1,500. Each  
2 day during which a third party client contracts with a day and  
3 temporary labor service agency not registered under Section 45  
4 of this Act shall constitute a separate and distinct offense.

5 (b) If a third party client leases or contracts with a day  
6 and temporary service agency for the services of a day or  
7 temporary laborer, the third party client shall share all  
8 legal responsibility and liability for the payment of wages  
9 under the Illinois Wage Payment and Collection Act and the  
10 Minimum Wage Law.

11 (c) Before the assignment of an employee to a worksite  
12 employer, a day and temporary labor service agency must:

13 (1) inquire about the client company's safety and  
14 health practices and hazards at the actual workplace where  
15 the day or temporary laborer will be working to assess the  
16 safety conditions, workers tasks, and the client company's  
17 safety program; these activities are required at the start  
18 of any contract to place day or temporary laborers and may  
19 include visiting the client company's actual worksite. If,  
20 during the inquiry or anytime during the period of the  
21 contract, the day and temporary labor service agency  
22 becomes aware of existing job hazards that are not  
23 mitigated by the client company, the day and temporary  
24 labor service agency must make the client company aware,  
25 urge the client company to correct it, and document these  
26 efforts, otherwise the day and temporary labor service

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1 agency must remove the day or temporary laborers from the  
2 client company's worksite;

3 (2) provide training to the day or temporary laborer  
4 for general awareness safety training for recognized  
5 industry hazards the day or temporary laborer may  
6 encounter at the client company's worksite. Industry  
7 hazard training must be completed, in the preferred

8 language of the day or temporary laborer, and must be  
9 provided at no expense to the day or temporary laborer.  
10 The training date and training content must be maintained  
11 by the day and temporary staffing agency and provided to  
12 the day or temporary laborer;

13 (3) transmit a general description of the training  
14 program including topics covered to the client company,  
15 whether electronically or on paper, at the start of the  
16 contract with the client company;

17 (4) provide the Department's hotline number for the  
18 employee to call to report safety hazards and concerns as  
19 part of the employment materials provided to the day or  
20 temporary laborer; and

21 (5) inform the day or temporary laborer who the day or  
22 temporary laborer should report safety concerns to at the  
23 workplace.

24 Nothing in this Section shall diminish any existing client  
25 company or a day and temporary labor service agency's  
26 responsibility as an employer to provide a place of employment

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1 free from recognized hazards or to otherwise comply with other  
2 health and safety or employment laws. The client company and  
3 the day and temporary labor service agency are responsible for  
4 compliance with this Section and the rules adopted under this  
5 Section.

6 (d) Before the day or temporary laborer engages in work  
7 for a client company, the client company must:

8 (1) document and inform the day and temporary labor  
9 service agency about anticipated job hazards likely  
10 encountered by the day or temporary laborer;

11 (2) review the safety and health awareness training  
12 provided by the day and temporary labor service agency to  
13 determine if it addresses recognized hazards for the  
14 client company's industry;

15 (3) provide specific training tailored to the  
16 particular hazards at the client company's worksite  
17 consistent with training requirements provided for in  
18 standards, guidances, or best practices issued by the

19 federal Occupational Safety and Health Administration; and

20 (4) document and maintain records of site-specific  
21 training and provide confirmation that the training  
22 occurred to the day and temporary labor service agency  
23 within 3 business days of providing the training.

24 (e) If the client company changes the job tasks or work  
25 location and new hazards may be encountered, the client  
26 company must:

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1 (1) inform both the day and temporary labor service  
2 agency and the day or temporary laborer; and

3 (2) inform both the day and temporary labor service  
4 agency staffing agency and the day or temporary laborer of  
5 job hazards not previously covered before the day or  
6 temporary laborer undertakes the new tasks and update  
7 personal protective equipment and training for the new job  
8 tasks consistent with training requirements provided for  
9 in standards, guidances, or best practices issued by the  
10 federal Occupational Safety and Health Administration, if  
11 necessary.

12 (f) A day and temporary labor service agency or day or  
13 temporary laborer may refuse a new job task at the worksite  
14 when the task has not been reviewed or if the day or temporary  
15 laborer has not had appropriate training to do the new task.

16 (g) A client company that supervises a day or temporary  
17 laborer must provide worksite specific training to the day or  
18 temporary laborer and must allow a day and temporary labor  
19 service agency to visit any worksite where the day or  
20 temporary laborer works or will be working to observe and  
21 confirm the client company's training and information related  
22 to the worksite's job tasks, safety and health practices, and  
23 hazards.

24 (Source: P.A. 103-437, eff. 8-4-23.)

25 Section 99. Effective date. This Act takes effect upon  
26 becoming law.