

## UNLAWFUL ACTS

It is unlawful for any employer to interfere with, restrain, or deny the exercise of or the attempt to exercise, any right provided by the FMLA. It is also unlawful for an employer to discharge or discriminate against any individual for opposing any practice, or because of involvement in any proceeding, related to the FMLA.

The Wage and Hour Division is responsible for administering and enforcing the FMLA for most employees. If you believe that your rights under the FMLA have been violated, you may file a complaint with the Wage and Hour Division or file a private lawsuit against your employer in court.



WH1511 REV 08/13



## Protections for workers under **The FAMILY and MEDICAL LEAVE ACT (FMLA)**



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR  
1-866-4US-WAGE | [www.dol.gov/whd](http://www.dol.gov/whd)

The FMLA entitles an eligible employee of a covered employer to take unpaid, job-protected leave, with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. When the employee returns to work from FMLA leave, the employer must restore the employee to the same job or a similar job with virtually identical pay, benefits, and other conditions of employment.

Eligible employees of covered employers may take:

- Twelve workweeks of leave in a 12-month period for:
  - childbirth and to care for and bond with the newborn within one year of the child's birth;
  - adoption or foster care placement of a child and to care for and bond with the child within one year of the placement;
  - to care for the employee's spouse, son, daughter, or parent who has a serious health condition;
  - the employee's own serious health condition that makes him or her unable to work; and
  - any "qualifying exigency" arising out of the deployment to a foreign country of the employee's spouse, son, daughter, or parent who is in the Regular Armed Forces or National Guard or Reserves; and
- Twenty-six workweeks of leave in a single 12-month period to care for certain current servicemembers or veterans with a qualifying serious injury or illness incurred or aggravated in the line of duty on active duty. The employee must be the spouse, son, daughter, parent, or next of kin of the servicemember or veteran.



## HOW TO FILE A COMPLAINT

The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for administering and enforcing some of the nation's most important worker protection laws. WHD is committed to ensuring that workers in this country are paid properly and for all the hours they work, regardless of immigration status.

If you have questions or concerns, you can contact us at 1-866-487-9243 or visit [www.dol.gov/whd](http://www.dol.gov/whd). You will be directed to the nearest WHD office for assistance. There are over 200 WHD offices throughout the country with trained professionals to help you.

The information below is useful to file a complaint with WHD:


- Your name
- Your address and phone number (how you can be contacted)
- The name of the company where you work(ed)
- Location of the company (this maybe different from where you worked)
- Phone number of the company
- Manager or owners name (who should we ask to speak to?)
- Type of work you did
- How and when you were paid (i.e. cash or check, every Friday)

*Any additional information that you can provide such as copies of pay stubs, personal records of hours worked, or other information on your employers pay practices are helpful.*



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

All services are **free** and **confidential**.

 **1-866-487-9243**

 **[www.dol.gov/whd](http://www.dol.gov/whd)**

# United States Department of Labor

## Wage and Hour Division

Select a State ▼

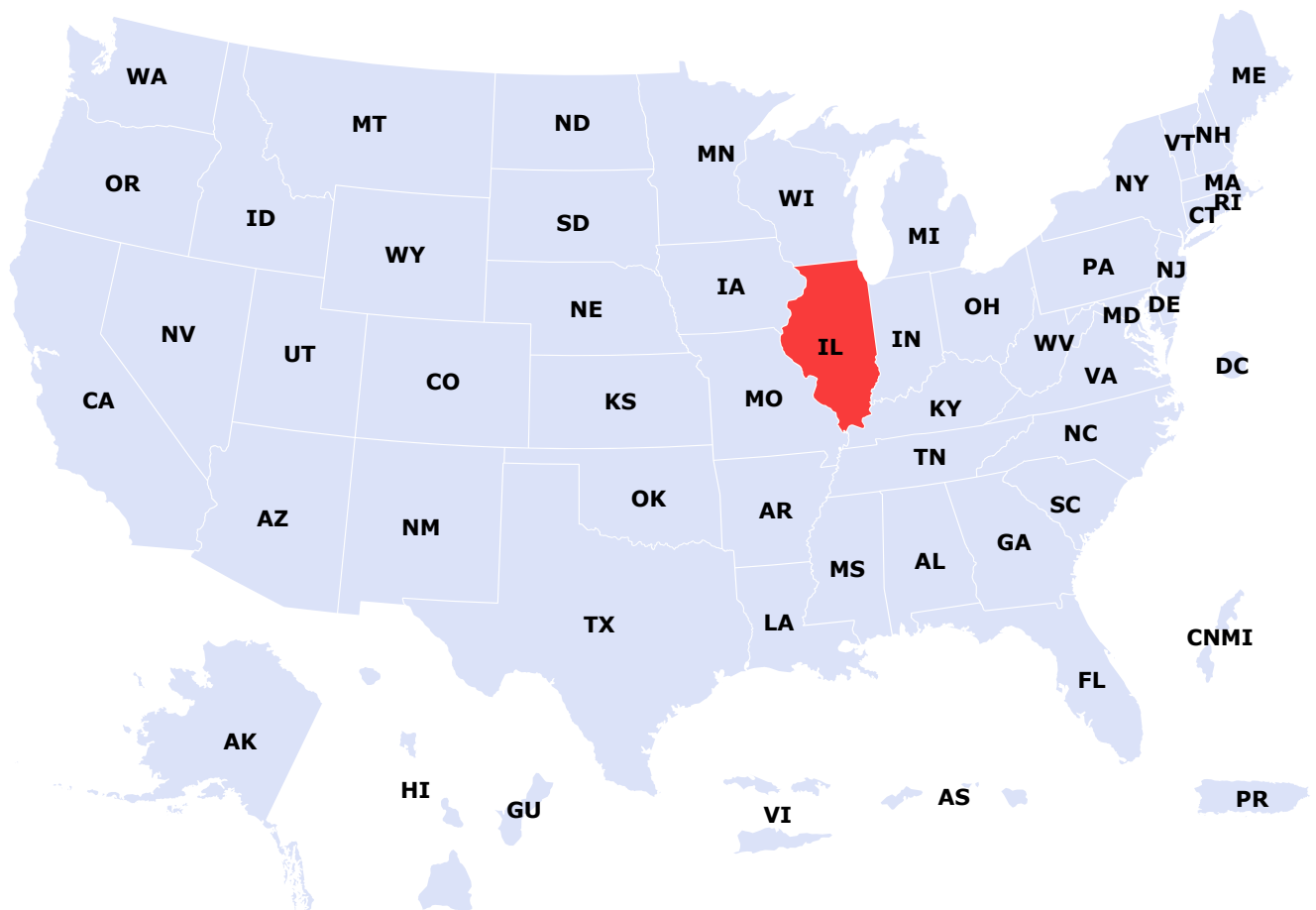
Wage and Hour District Offices  
(PDF)

Wage and Hour Regional  
Offices

WHD Community Outreach  
and Resource Planning  
Specialists

### WHD Local Offices

Updated July 19, 2018



#### Illinois

If you work in Calhoun, Jersey, Madison, Monroe, Randolph, and St. Clair counties, see [St. Louis District Office](#).

## Chicago District Office

### Address

US Dept. of Labor  
Wage & Hour Division  
230 S. Dearborn Street  
Room 412  
Chicago, IL 60604-1591

### Phone

(312) 596-7230  
1-866-4-USWAGE  
(1-866-487-9243)

### District Director

Thomas Gauza

## Springfield Area Office

### Address

US Dept. of Labor  
Wage & Hour Division  
3161 W. White Oaks Drive  
Suite 203  
Springfield, Illinois 62704

### Phone

(217) 793-5028  
1-866-4-USWAGE  
(1-866-487-9243)

### Asst. District Director

Lisa Gurski