



DECATUR REGIONAL
CHAMBER OF COMMERCE

Better Prepared than Fined

As we head into the last quarter 2023, employers must prepare for regulatory changes. A company's failure to comply with some of these changes may result in expensive fines and other penalties. Read on for a summary of some changes and click the links for additional technical information.

Updated Form I-9

On August 1, 2023, the U.S. Citizenship and Immigration Services (USCIS) department released a revised [Form I-9](#) Employment Eligibility Verification. Beginning November 1, 2023, employers must use this updated form for all new employees and rehires. Failure to correctly complete the form could result in fines assessed per violation. The [form](#) is condensed into one page, with certain sections moved to supplemental pages for use if needed. The form includes updated language, a revised list of acceptable documents and tablet or mobile device compatibility. The USCIS provides instructions on how to fill out Form I-9 [here](#).

Illinois Secure Choice

Illinois law requires that businesses either offer their qualified [retirement](#) program or facilitate Illinois's Secure Choice program. Since the law's passage, rolling deadlines have been in place for different-sized companies to comply. For businesses with 16 or more employees, the grace period deadline to comply has passed, and the enforcement period is here for companies with over 25 employees. You may be subject to fines and other penalties if you are not in compliance. Businesses with 5-15 employees have until November 1 to register for Illinois Secure Choice or establish a retirement program. For information, visit the Illinois Secure Choice program page [here](#).

The Paid Leave for All Workers Act

The Paid Leave for All Workers Act will go into effect on January 1, 2024. The law mandates that all employers provide employees with up to 40 hours of paid leave during a 12-month period. Employees can use the leave provided under the act for any reason. Employers will choose whether to front-load the leave or institute a gradual accrual policy. Under the law, employers can require seven days advance notice of leave if the need for absence is foreseeable. Should the need be not foreseeable, employees will only be required to provide as much notice as practical. As this law has yet to go into effect, specific details and regulations are still being decided. Employers that already have paid leave policies will need to ensure their policies comply with the law. The Illinois Department of Labor is hosting a series of [webinars](#) on the law and frequently updating its FAQ page [here](#).

Now is the time to prepare for these changes rather than risking a fine. The Chamber will continue to keep you informed of updates and regulations that may impact your business. Should you have any questions, please reach out to the Chamber at communication@decaturchamber.com.



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