



# SEIA Webinar: Illinois Shines - IL State Prevailing Wage Requirements

April 15, 2025

## Presenter



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# Logistics

- This event is **not recorded**.
- We will send slides to all registrants after today's event.
- Please ask questions during the allotted Q&A time in the schedule by using the **Raise Your Hand** feature.
- We may not be able to address all questions entered into chat





# Agenda (Central Time)

- 1:00 - 1:10 pm: Welcome & SEIA Resources
- 1:10 – 1:50 pm: IL PW Presentation by Alliant Consulting
- 1:50 - 2:00pm: Q&A



# SEIA & Partner Resources

# SEIA Apprenticeship Task Force

- Group of SEIA member company employees (Watt level & above) seeking to identify areas of **collaboration** around registered apprenticeships and **develop tools and resources** to assist members in **securing tax credits** and centering **quality, safe apprentice experiences**.
- Meetings include speakers and peer experience sharing opportunities.
- Email [membership@seia.org](mailto:membership@seia.org) to join and [workforce@seia.org](mailto:workforce@seia.org) with questions.



Photo: SOLV Energy

# Apprenticeships in Clean Energy (ACE) Network

A national coalition of industry, training, and workforce development organizations that are expanding Registered Apprenticeships for clean energy. Led by Interstate Renewable Energy Council (IREC).



# Connect with Apprenticeships in Clean Energy Network!

**ACE Network** is a U.S. Dept. of Labor funded initiative to grow apprenticeships.

- **NO COST technical assistance** to companies and organizations looking to **register, join, or expand** Registered Apprenticeship Programs.
- Open to ALL clean energy companies & potential sponsor organizations:
  - Community colleges, labor unions, trade associations, community-based orgs, etc
- Financial Incentives – Up to \$1,000/apprentice
- Ready to connect? Click on ***Sign Up Now*** at: <https://irecusa.org/programs/ace-network/>







# Federal Energy Tax Credit PWA Requirements Workshop – May 22

- *Virtual Event*: Navigating the Inflation Reduction Act's Prevailing Wage and Apprenticeship Requirements - [\*\*RSVP Here!\*\*](#)
- **May 22** at 1 – 5 pm ET/ 10 am – 2 pm PT
- \$200 for members, \$275 nonmembers (recording accessible for members afterwards)
- In partnership with Alliant Consulting

# Clean Energy Job Fair at RE+ Texas

- **May 13 in Houston:** Connect with top local talent as the clean energy industry grows in TX.
- Meet energy professionals, students of job training programs & community colleges and universities, and Texas residents who are looking to start or advance their clean energy careers.
- **[SIGN UP HERE](#)** to host a table soon as there will only be 10 employers at this event!
- Led by GRID Alternatives.

## Apprenticeship & Workforce Briefing & Power Hour at RE+ Texas

- **FREE event - May 14 in Houston: [RSVP HERE](#)**
- Learn about Apprenticeship Trends and hear from peers at Fireside Chat about solar companies' apprenticeship journeys.
- Connect with apprenticeship and workforce orgs for support joining or launching an apprenticeship program, or expanding the candidate pool.

# SEIA's Work in Central States (Midwest)

Priority States: 1st Tier: **Illinois, Michigan**

2nd Tier: **Minnesota, Ohio**

Policy Focus:

- Battery energy storage (BESS) policies
- Community solar policies
- Virtual Power Plant (VPP) policies
- Defense of existing policies (net metering, RPS, etc.)



Reach out to [membership@seia.org](mailto:membership@seia.org) and [alinhares@seia.org](mailto:alinhares@seia.org) to get engaged!





# SEIA Webinar: Illinois Shines - IL State Prevailing Wage Requirements

Presentation by Alliant Consulting



ALLIANT CONSULTING  
LABOR COMPLIANCE SERVICES

# Illinois Prevailing Wage

**In this course, Alliant Consulting will discuss the Illinois State Prevailing Wage requirements.**

## **Liability Disclaimer**

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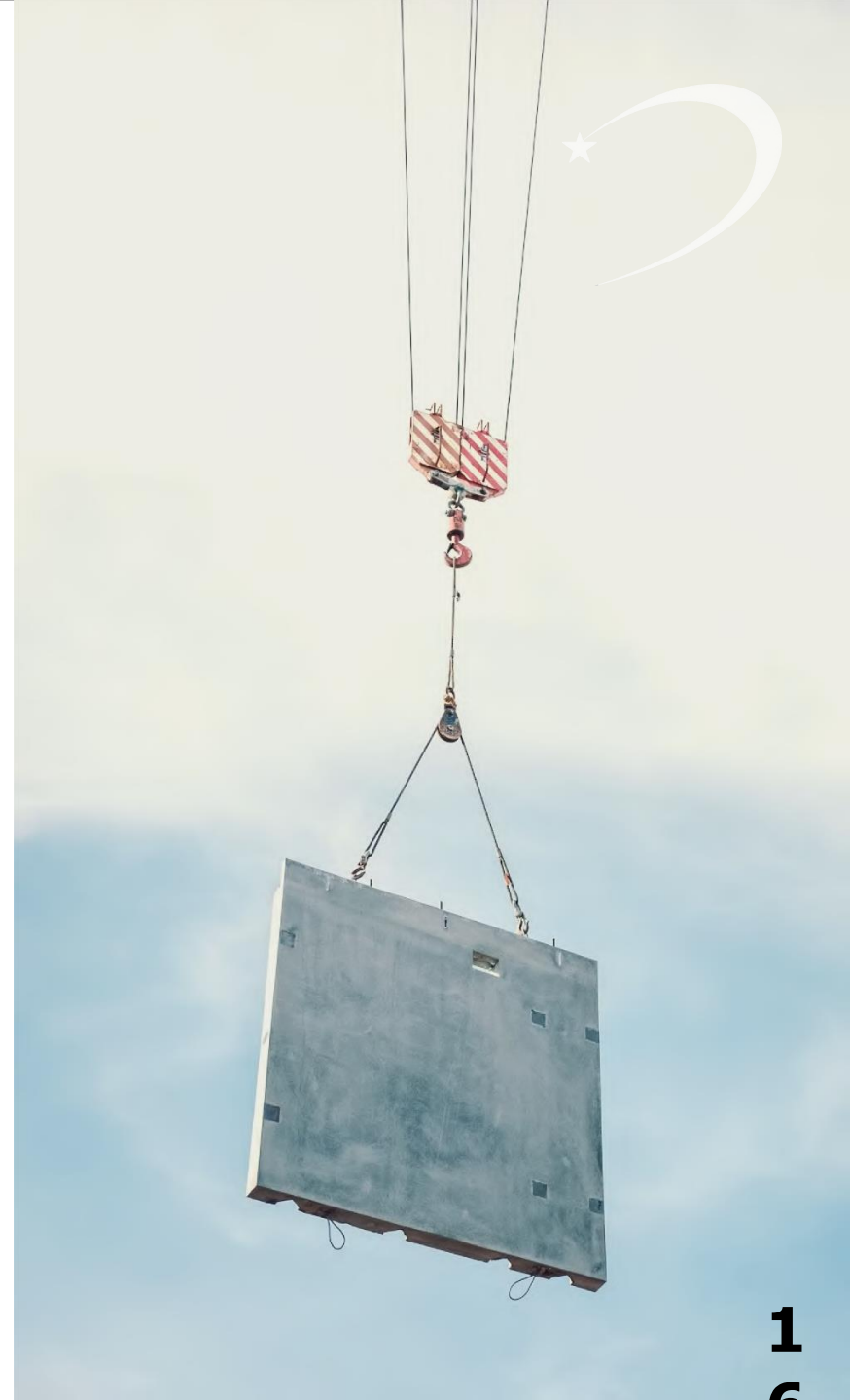
# Illinois Prevailing Wage Intro

# Illinois Prevailing Wage

The Prevailing Wage Act governs the wages that a contractor or subcontractor is required to pay to all laborers, workers and mechanics who perform work on public works projects.

The Act also sets forth the record keeping requirements for contractors and subcontractors and sets forth the obligations of utilizing the Illinois Public ID Account to upload certain records.

Further, certain programs such as Adjust Block Program (ABP) through Illinois Shines may also require prevailing wages to be paid.



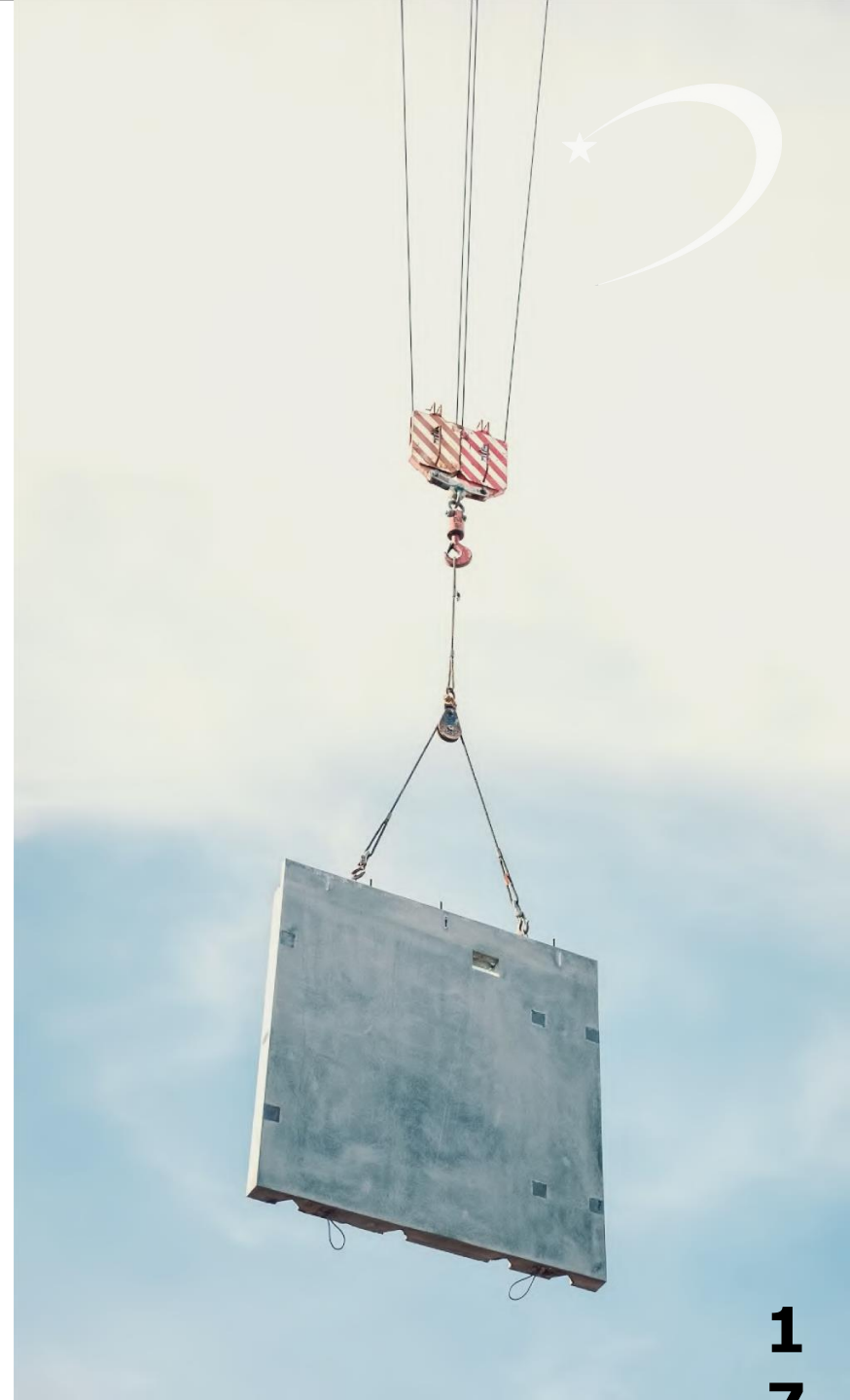


# Prevailing Wage Applicability

A contractor or subcontractor is required to pay prevailing wages to all laborers, workers, and mechanics engaged in the construction or demolition of public works. Construction also includes maintenance work.

Public works are projects built by public bodies or funded with public money, including bonds, grants, and loans. This includes landscaping or real estate modifications.

Apprentices are not required unless the project is paid for in whole or in part by appropriated capital funds to construct a public works either through a contract, grant, or loan issued by a state agency. The State agency funding the project is responsible for ensuring compliance with the Illinois Works Apprenticeship Initiative for all contracts, grants, or loans it administers.





Try Pitch

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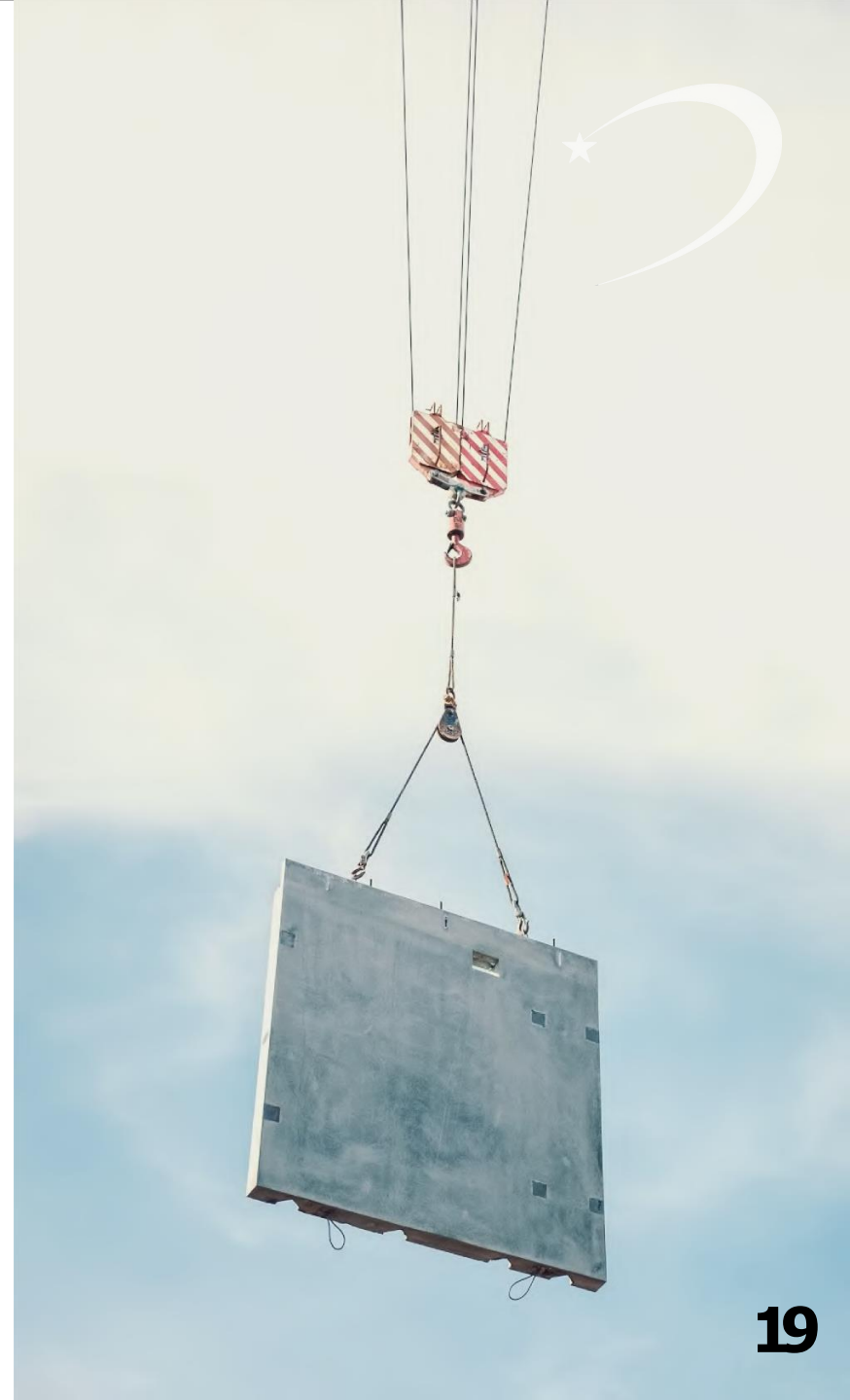
# Prevailing Wage Rates

# Prevailing Wage Rates

The information below will be necessary to pull the applicable prevailing wage rates.

- [IDOL Rates Website: https://labor.illinois.gov/laws-rules/conmed/rates.html](https://labor.illinois.gov/laws-rules/conmed/rates.html)
- Dates Worked
- County
- Classification
- Construction Type

Please note, there is no set schedule for any increases and the rates applicable will be those in effect at the time of work. It is a best practice to check the Illinois website frequently.



# Prevailing Wage Rates: Step 1

Click on the rates that were applicable during the specific dates of work.

- As an example, if workers worked on December 23rd, 2024, then we would use the rates effective on December 16th, 2024.
- If workers worked on March 27th, 2025, then we would use the rates effective March 3rd, 2025.

## Historical Prevailing Wage Rates

2024-  
2025

- [Current Rates - March 3, 2025](#)
- [Rates - Effective January 15, 2025](#)
- [Rates - Effective December 16, 2024](#)
- [Rates - Effective November 7, 2024](#)
- [Rates - Effective September 16, 2024](#)
- [Rates - Effective August 15, 2024](#)
- [Rates - Effective July 15, 2024](#)
- [Rates - Effective May 20, 2024](#)
- [Rates - Effective April 15, 2024](#)
- [Rates - Effective March 19, 2024](#)
- [Rates - Effective March 4, 2024](#)
- [Rates - Effective January 25, 2024](#)

- [2024 Food Service Rates](#)
- [2024 Janitorial Service Rates](#)
- [2024 Security Rates](#)

# Prevailing Wage Rates: Step 2

Click on the county where the project is taking place in.

## Current Prevailing Rates

The rate schedules linked to on this page contain the prevailing wage rates required to be paid for work performed on or after **March 3, 2025**, on public works projects in each County. Pursuant to 820 ILCS 130/4, public bodies in each County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect.

[\(Click here to see archived rates\)](#)

[Adams](#)

[Alexander](#)

[Bond](#)

[Boone](#)

[Brown](#)

[Bureau](#)

[Calhoun](#)

[Carroll](#)

[Cass](#)

[Champaign](#)

# Prevailing Wage Rates: Step 3

Choose the applicable classification based on the scope of work the contractor is performing. Further, please ensure the correct construction type and employee type (Base or Foreman) is utilized.



## Adams County Prevailing Wage Rates posted on 3/3/2025

Trade Title	Rg	Type	C	Base	Foreman	Overtime					Pension	Vac	Trng	Other Ins	Add OT 1.5x owed	Add OT 2.0x owed
						M-F	Sa	Su	Hol	H/W						
ASBESTOS ABT-GEN	All	BLD		33.38	35.38	1.5	1.5	2.0	2.0	10.75	13.51	0.00	0.80	0.00	0.00	0.00
ASBESTOS ABT-MEC	All	BLD		37.10	38.10	1.5	1.5	2.0	2.0	10.45	7.00	0.00	0.50	0.00	0.00	0.00
BOILERMAKER	All	BLD		45.50	49.00	1.5	1.5	2.0	2.0	7.07	27.83	0.00	1.19	0.00	0.00	0.00
BRICK MASON	All	BLD		35.60	37.74	1.5	1.5	2.0	2.0	10.15	14.13	0.00	1.02		0.00	0.00
CARPENTER	All	BLD		36.08	38.83	1.5	1.5	2.0	2.0	9.70	23.00	0.00	0.80	0.00	16.35	32.70
CARPENTER	All	HWY		38.54	40.29	1.5	1.5	2.0	2.0	9.70	22.50	0.00	0.77	0.00	0.00	0.00

# How to Calculate Rates

Adams County Prevailing Wage Rates posted on 3/3/2025

Trade Title	Rg	Type	C	Base	Foreman	Overtime					Pension	Vac	Trng	Other Ins	Add OT 1.5x owed	Add OT 2.0x owed
						M-F	Sa	Su	Hol	H/W						
ASBESTOS ABT-GEN	All	BLD		33.38	35.38	1.5	1.5	2.0	2.0	10.75	13.51	0.00	0.80	0.00	0.00	0.00
ASBESTOS ABT-MEC	All	BLD		37.10	38.10	1.5	1.5	2.0	2.0	10.45	7.00	0.00	0.50	0.00	0.00	0.00
BOILERMAKER	All	BLD		45.50	49.00	1.5	1.5	2.0	2.0	7.07	27.83	0.00	1.19	0.00	0.00	0.00
BRICK MASON	All	BLD		35.60	37.74	1.5	1.5	2.0	2.0	10.15	14.13	0.00	1.02		0.00	0.00
CARPENTER	All	BLD		36.08	38.83	1.5	1.5	2.0	2.0	9.70	23.00	0.00	0.80	0.00	16.35	32.70
CARPENTER	All	HWY		38.54	40.29	1.5	1.5	2.0	2.0	9.70	22.50	0.00	0.77	0.00	0.00	0.00

**Straight Time:** Carpenter BLD (Base) - \$36.08 + \$9.70 + \$23 + \$0.80 = \$69.58

**Overtime:** Carpenter BLD (Base) - (\$36.08 \* 1.5) + \$9.70 + \$23 + \$0.80 + \$16.35 = \$103.97

**Double-time:** Carpenter BLD (Base) - (\$36.08 \* 2) + \$9.70 + \$23 + \$0.80 + \$16.35 = \$138.36

# Footnotes

Each county will have footnotes specific to the rates listed.

## Legend

**Rg** Region

**Type** Trade Type - All, Highway, Building, Floating, Oil & Chip, Rivers

**C** Class

**Base** Base Wage Rate

**OT M-F** Unless otherwise noted, OT pay is required for any hour greater than 8 worked each day, Mon through Fri. The number listed is the multiple of the base wage.

**OT Sa** Overtime pay required for every hour worked on Saturdays

**OT Su** Overtime pay required for every hour worked on Sundays

**OT Hol** Overtime pay required for every hour worked on Holidays

**H/W** Health/Welfare benefit

**Vac** Vacation

**Trng** Training

**Other Ins** Employer hourly cost for any other type(s) of insurance provided for benefit of worker.

## Explanations ADAMS COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veterans Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

Oil and chip resealing (O&C) means the application of road oils and liquid asphalt to coat an existing road surface, followed by application of aggregate chips or gravel to coated surface, and subsequent rolling of material to seal the surface.







Try Pitch

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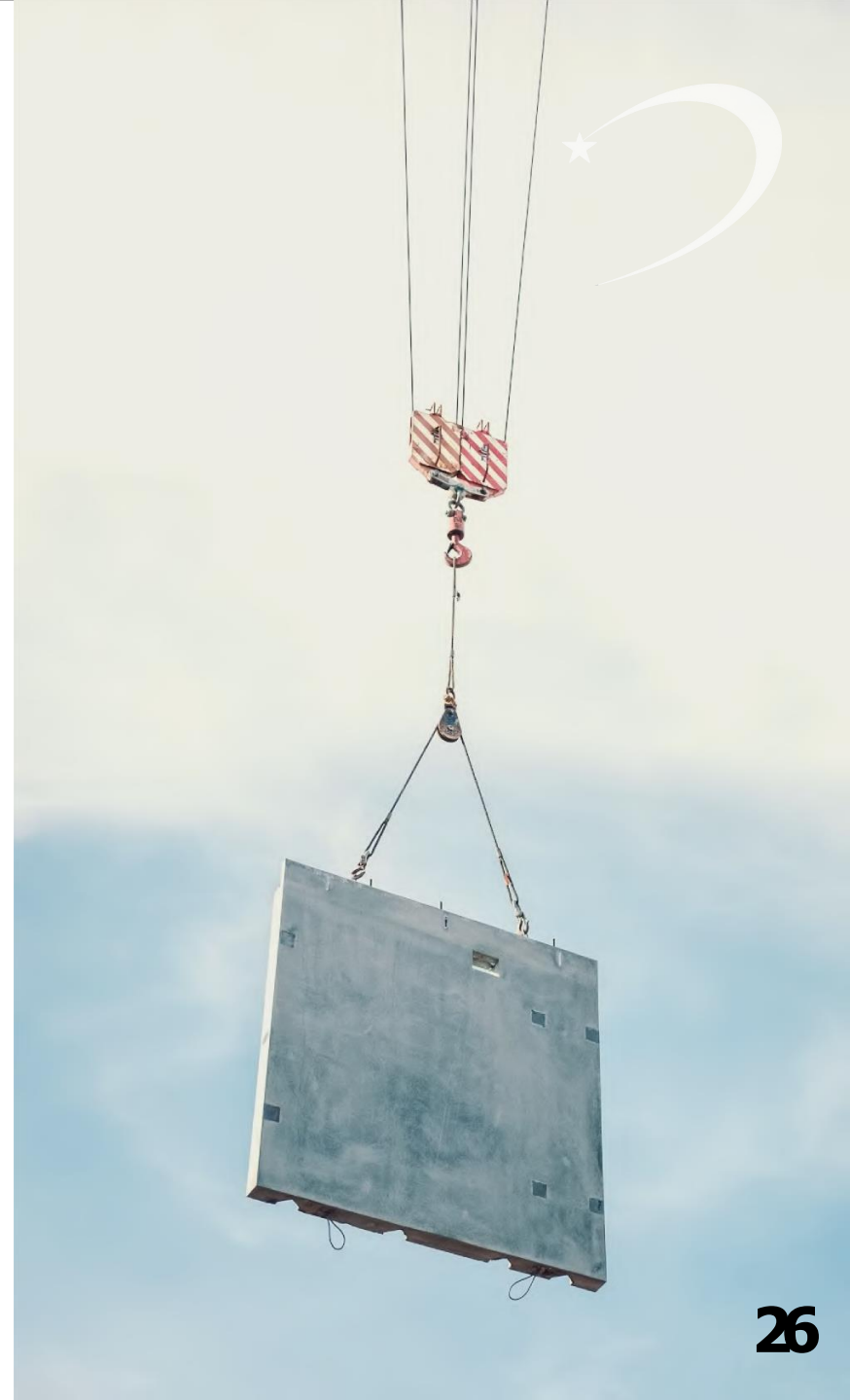
# Recordkeeping

# Certified Payroll Reports (CPR)

Contractors/subcontractors are required to make and keep for not less than three years from date of last payment on a project:

- records of all laborers, mechanics and other workers employed by them on the project, which records must include each worker's name, address, telephone number when available, social security number,
- classification or classifications of such workers
- the workers gross and net wages
- the number of hours worked each day by the workers
- the worker's starting and ending times of work each day
- the worker's hourly wage rate
- the worker's hourly overtime rate
- the worker's hourly fringe benefits rate
- The name and address of each fringe benefit fund
- The plan sponsor of each fringe
- The plan administrator of each fringe benefit

CPR's must be submitted on a monthly basis (by the 15th of the following month in which the work was performed) while working on public works.



# IDOL CTP's

Contractors/subcontractors are also required to submit payroll via the state of Illinois prevailing wage website. Contractors will need to create an Illinois Public ID Account.

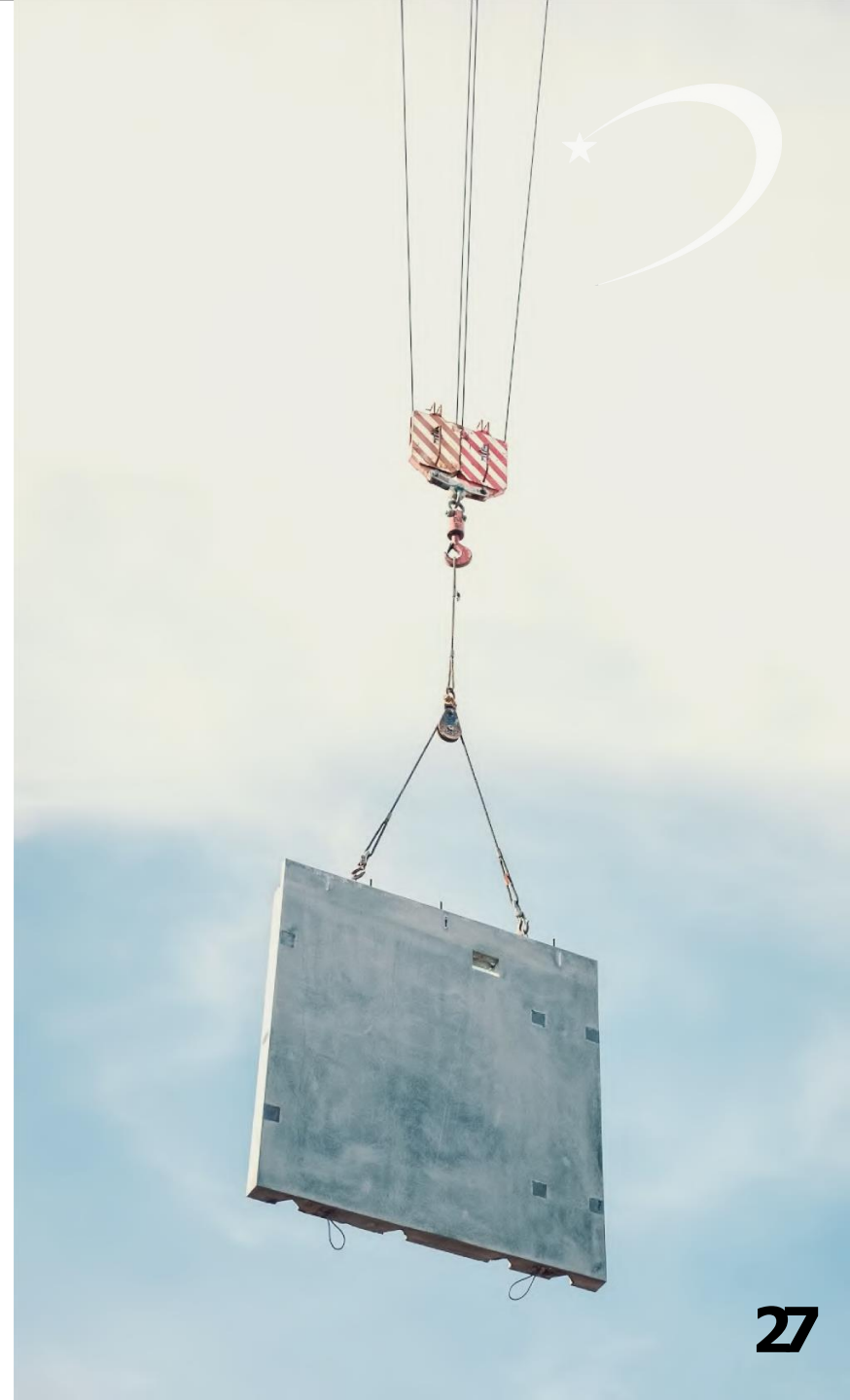
**Step 1:** Please click [HERE](#) to create or manage your account.

**Step 2:** After your account is created you will need to return here to log into the online portal.

**Step 3:** Contractors will now be able to log into the Certified Transcript Payroll Portal linked [HERE](#).

**Step 4:** Follow these instructions on how to file an IDOL CTP linked [HERE](#). There is also a recorded training linked [HERE](#).

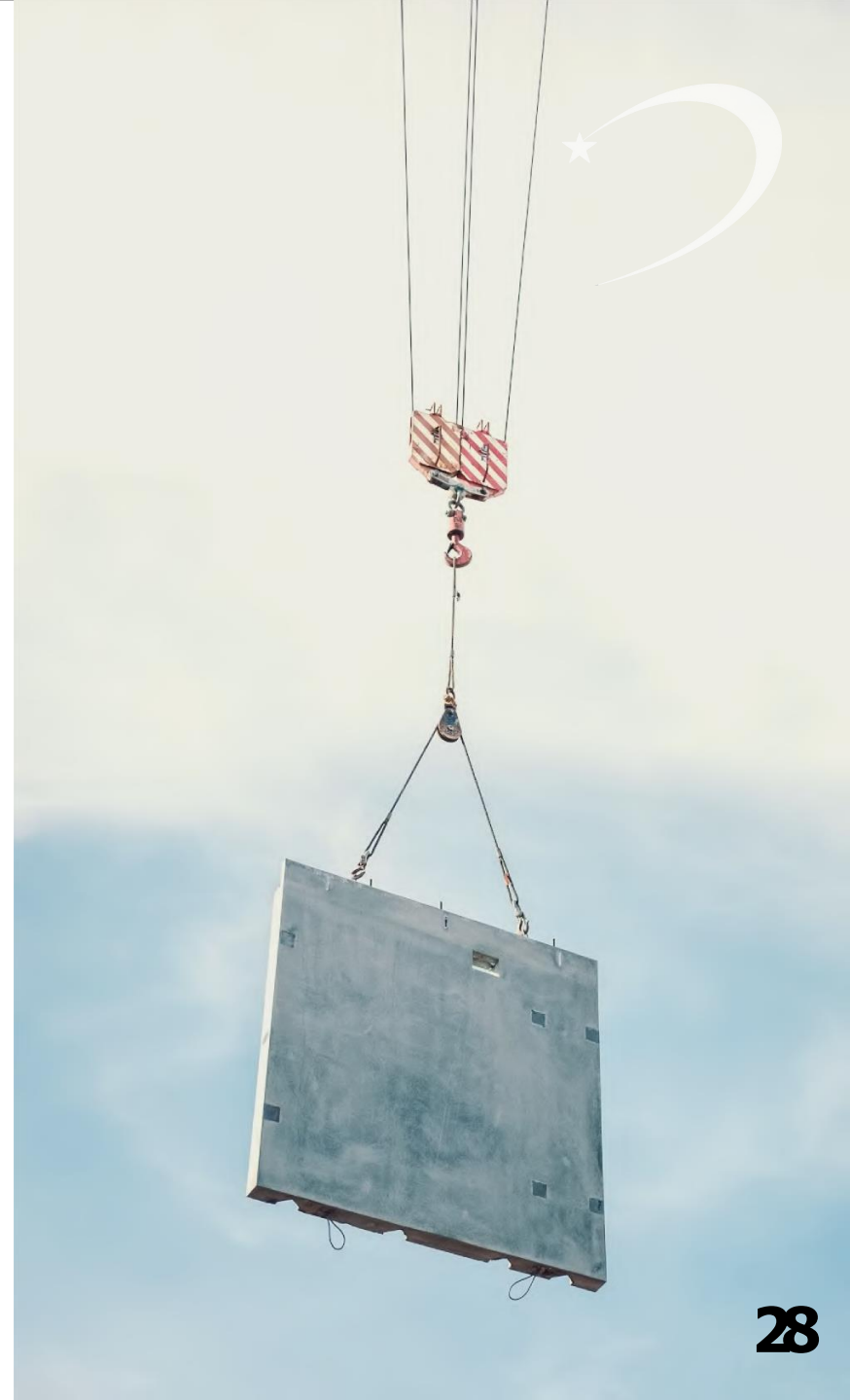
**Step 5:** If participating in the Illinois Shines Program, ensure to provide each IDOL CTP PDF to the project owner as these will need to be collected in order to get approved for funding.



# Best Practices

It is highly recommended to keep proof of each employee pay along with supplementary documents.

This means documents such as check stubs, fringe remittances from the actual 3rd party program, time cards, and any other documents to prove the employees received the prevailing wages.





# MES Requirements

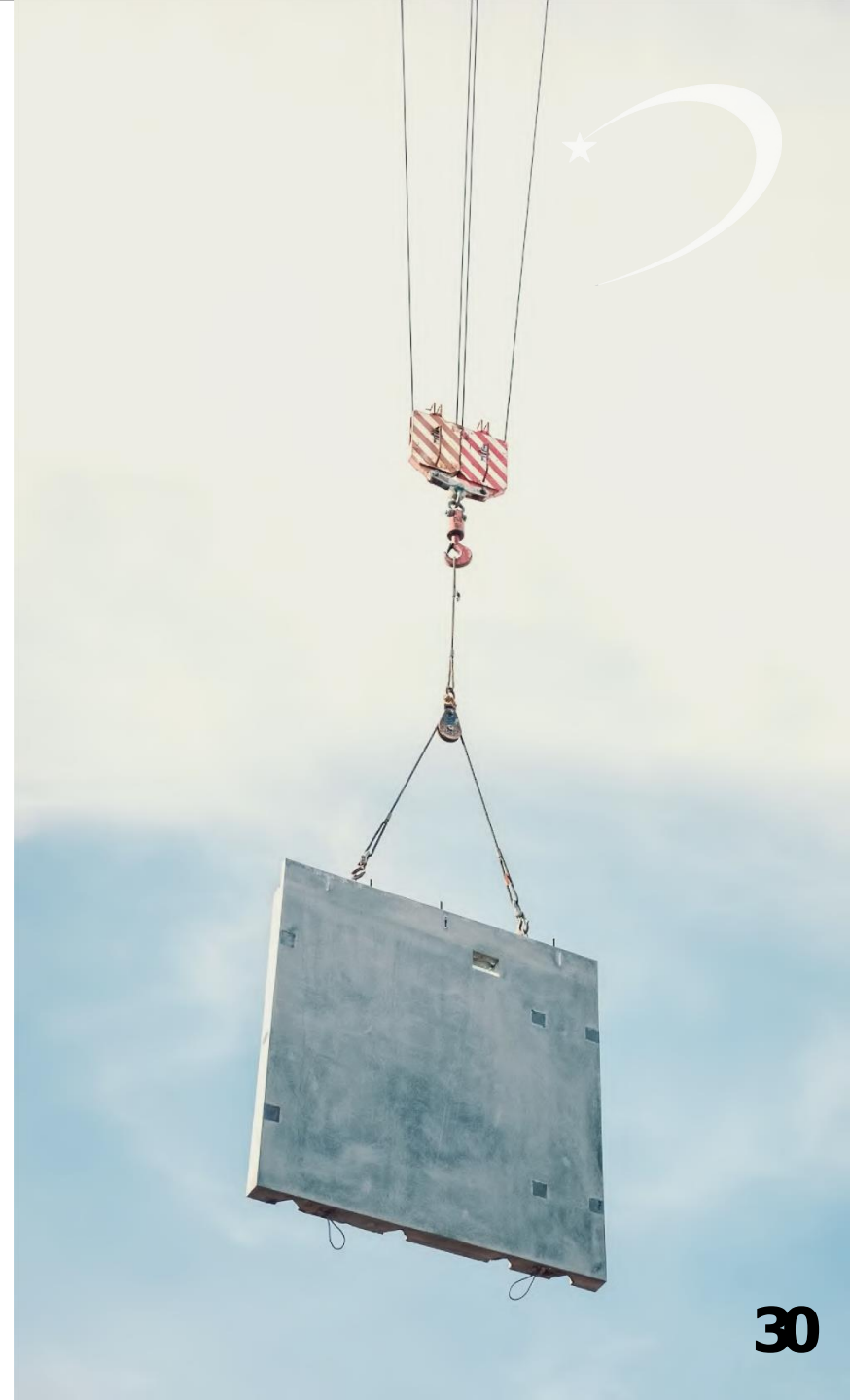
# Minimum Equity Standard

## (MES)

MES requires that a minimum percentage of a project's workforce be made up of Equity Eligible Persons (EEPs). For the Program Year June 2024 - Jun 2025, the percentage is 10%.

What is the definition of an EEP? People who qualify as an EEP are:

- Graduates of certain training programs, such as the Clean Jobs Workforce Network Program
- Current or former participants in certain training programs, such as the Clean Energy Contractor Incubator Program
- Graduates of or currently enrolled in the foster care system
- Formerly incarcerated
- Have a primary residence in an equity investment eligible community (EIEC)

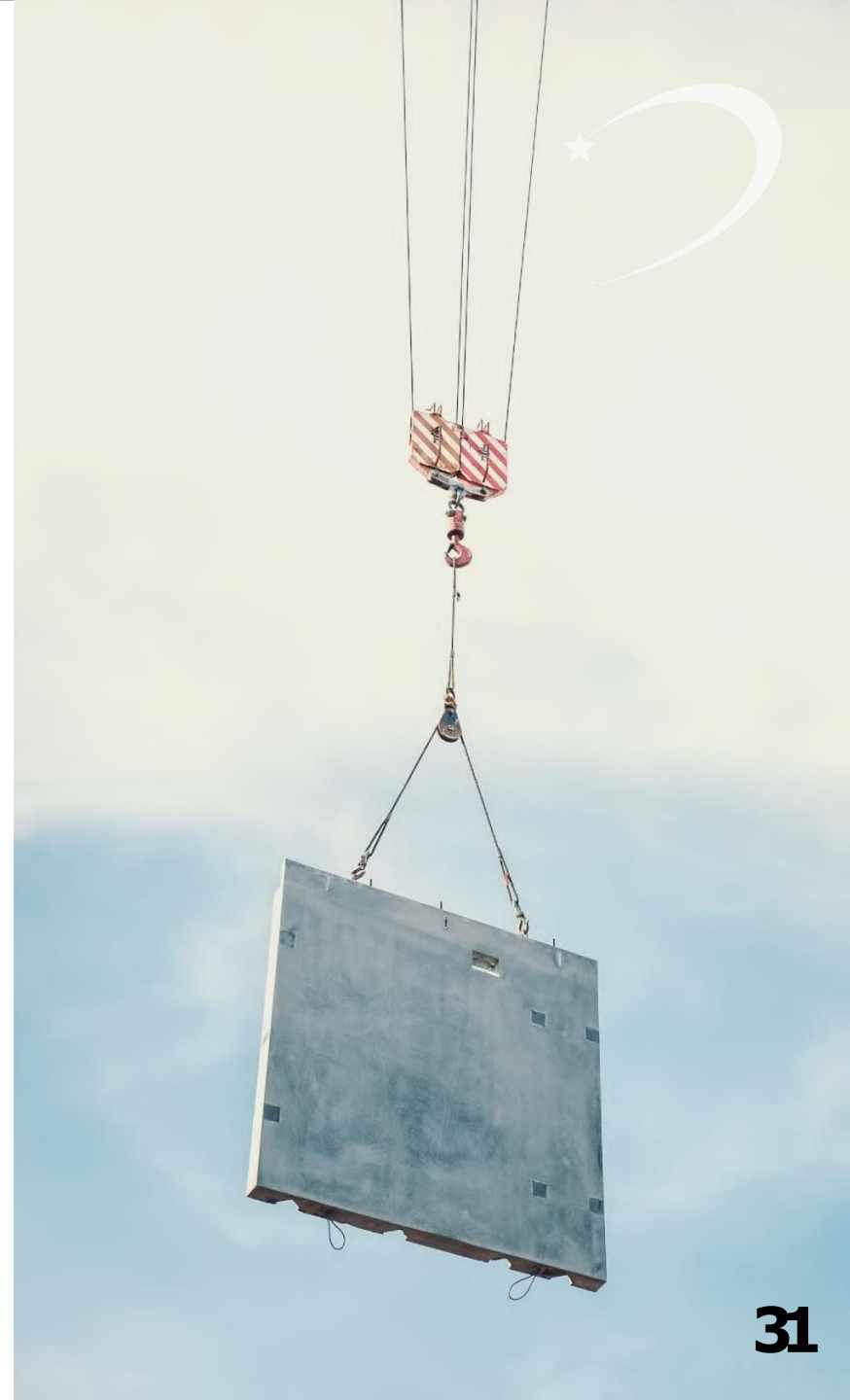


# Minimum Equity Standard (MES)

There are two ways to meet the EEP requirements. Contractors can either be a Equity Eligible Contractor (EEC) or they can provide proof for each EEP employee they have.

If a contractor is an EEC, this means they are already working directly with the state of Illinois to ensure their workforce meets the required percentage.

If a contractor is not an EEC, they will have to provide proof that a certain percentage of their workforce are EEP. This can be done by going to the Illinois State website linked [HERE](#) and maintaining proof of registration for each EEP.





# Penalties

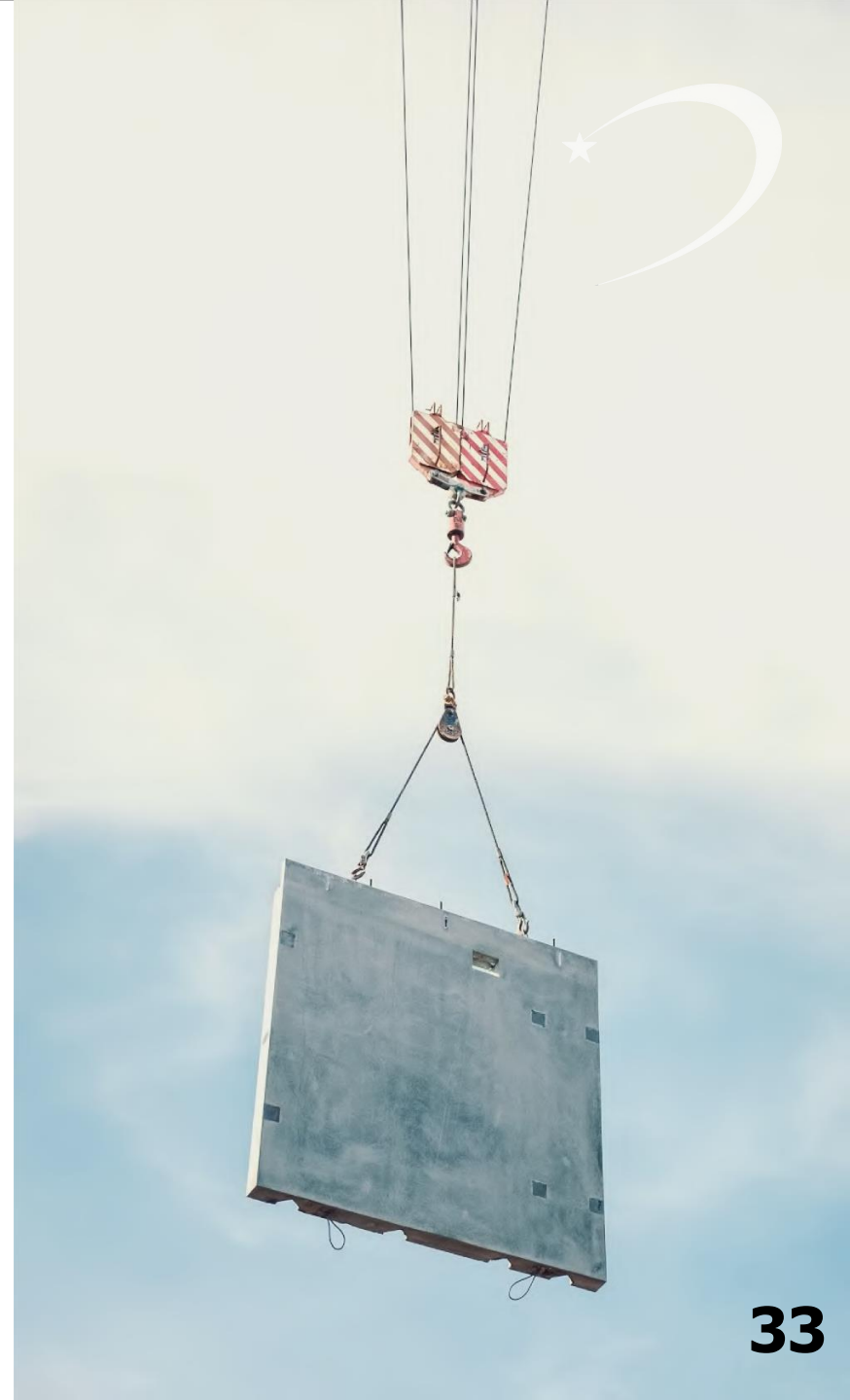


# Complaints

If a violation has occurred, an employee can file a complaint with the Illinois Department of Labor (IDOL). They have launched an online wage claim application to modernize the wage claim process.

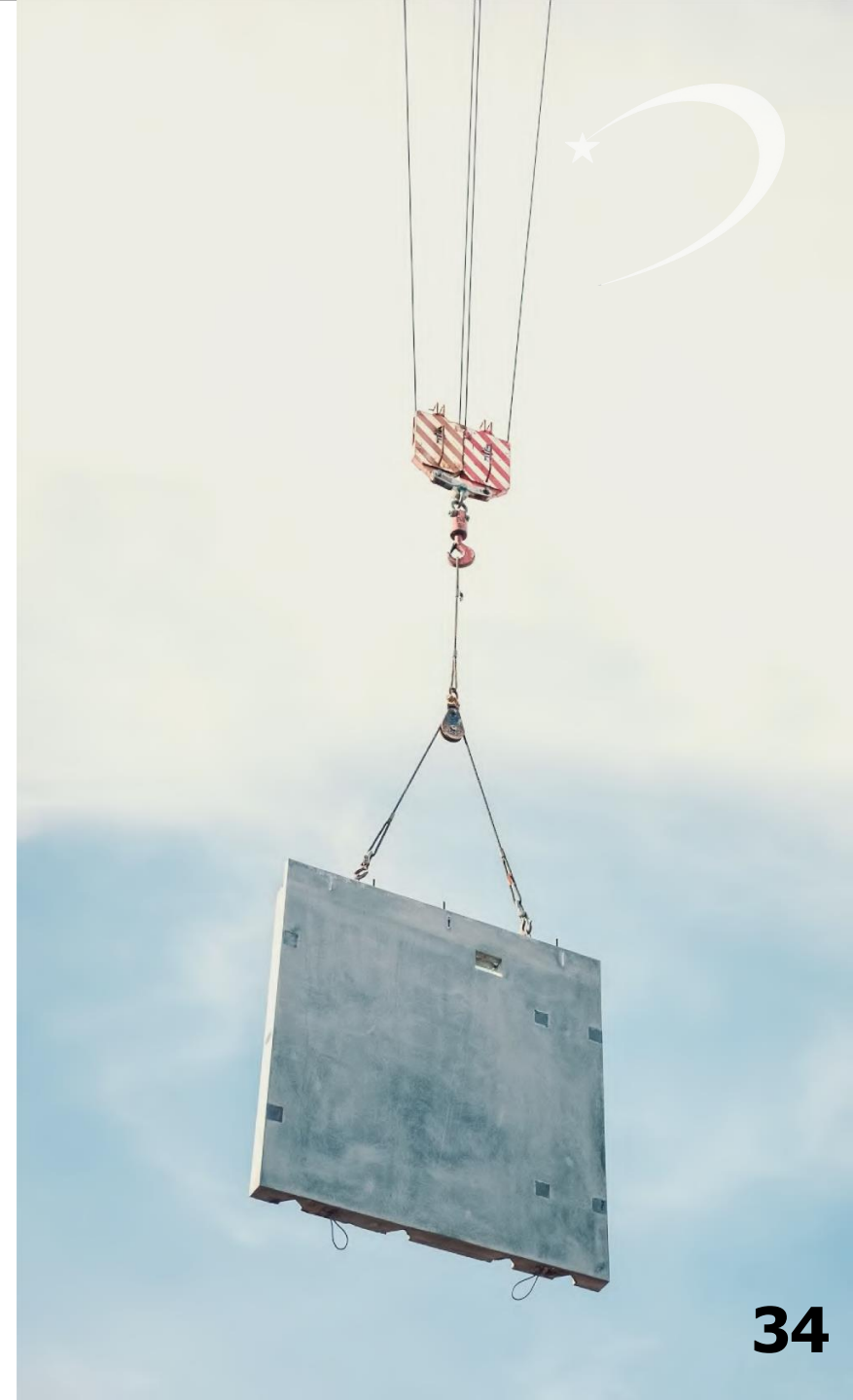
The online complaint process guides claimants through the steps to submit a complete and accurate claim. It also allows claimants to log-in and check the status of their wage claim at their convenience. In order to access the system, claimants will first need to create an Illinois Public ID account.

An account can be created and the form can be accessed [here](#).



# Penalties

- A contractor/subcontractor who fails to maintain the required records and /or fails to produce the records violates the Act and is subject to a Notice of Violation. Two Notices of Violation within a five year period can lead to debarment from working on public works projects.
- If a contractor/subcontractor fails to submit a certified payroll, the Contractor violates the Act and is subject to a Notice of Violation. If a contractor or officer or employee or agent of a contractor fails to file a certified payroll before the due date or who willfully files a false certified payroll as to a material fact is guilty of class A misdemeanor and who is found guilty is subject to immediate debarment for four years without a hearing.
- If the Department finds that a contractor/subcontractor has violated the Act, the contractor/subcontractor is liable for the difference between what was paid to the employees and the prevailing wage for all hours worked and owes the Department of Labor a 20% penalty of the underpayment. In addition the worker(s) is owed 2% of the amount of any such penalty for each month during which underpayments remain unpaid. For a second or subsequent violation the 20% penalty is increased to 50% and the 2% penalty is increased to 5%.

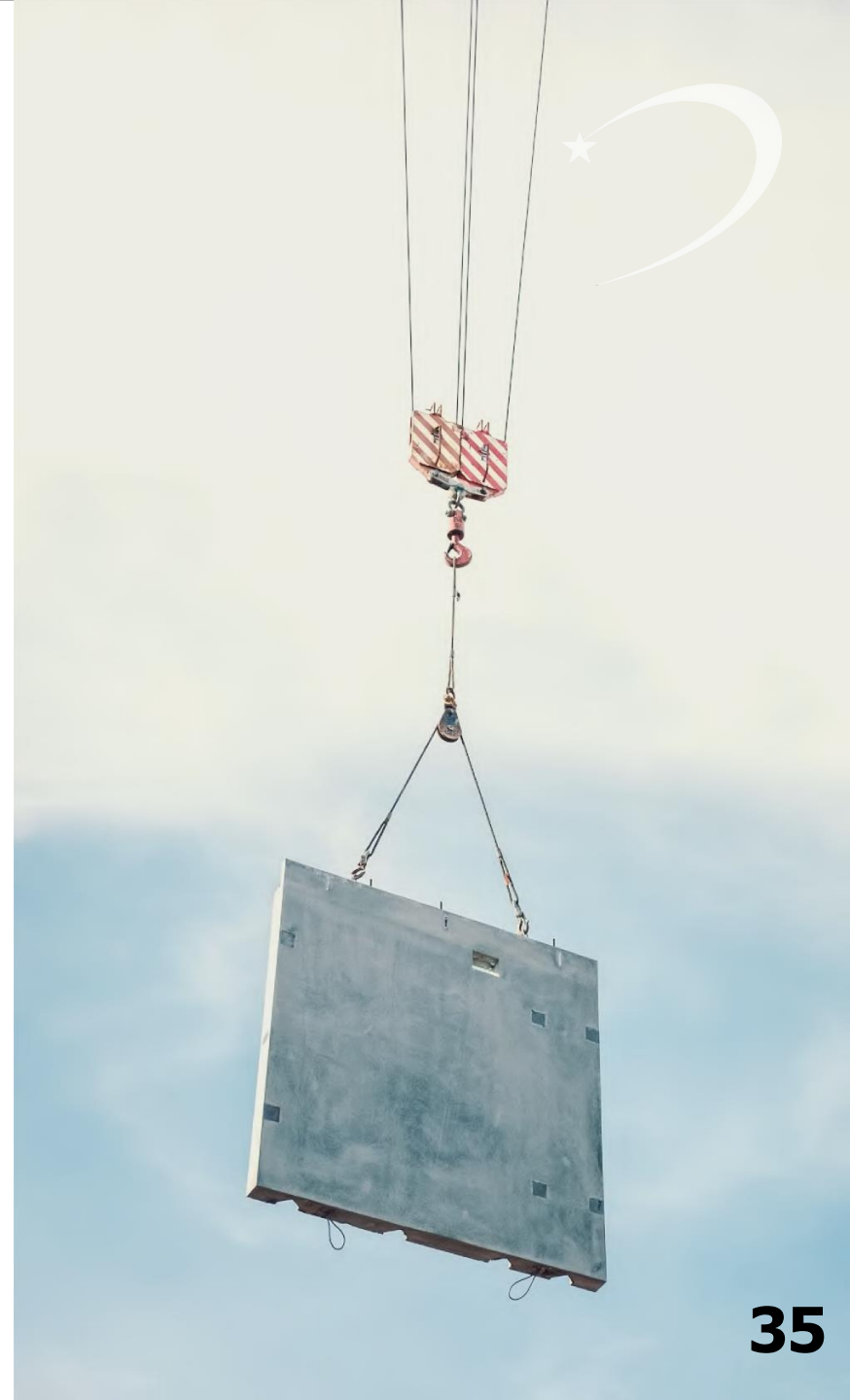


# Notification Requirements

The public body (government agency awarding the project) is required to include language in the contract that states that the project is subject to the provisions of the Prevailing Wage Act. If a Public Body fails to provide proper written notification to a contractor that is subject to the Prevailing Wage Act, Section 4. (a-3) holds a Public Body financially responsible for any interest, penalties or fines assessed by the Department.

Failure of a public body to notify a contractor does not relieve a contractor from the responsibilities to pay the prevailing wage. If the contractor fails to do so, the contractor is liable for the difference in the amount paid and the prevailing wage rate. However, because a public body has an obligation of notification, the public body and not the contractor will be liable for any interest, penalties and fines the Department might assess.

If a contractor fails to notify subcontractors that a project is subject to prevailing wage, the subcontractor is responsible for complying with the Act's requirements regarding paying the prevailing wage for all hours worked, but the General Contractor will be liable for any interest, penalties or fines that might be assessed by the Department.



## **Illinois DOL - Prevailing Wage Act**

<https://labor.illinois.gov/prevailing-wage-act.html>

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## **Illinois DOL - Prevailing Wage Rates**

<https://labor.illinois.gov/prevailing-wage-rates.html>

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## **Illinois DOL - Prevailing Wage Act FAQ**

<https://labor.illinois.gov/faqs/prevailing-wage-faq.html>

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## **Illinois Power Agency - Adjustable Block Program**

<https://illinoisabp.com/>

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## **Illinois Power Agency - ABP Prevailing Wage Hub**

<https://illinoisabp.wpengine.com/prevailing-wage-hub/>



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**Questions?**