Employer Responsibilities

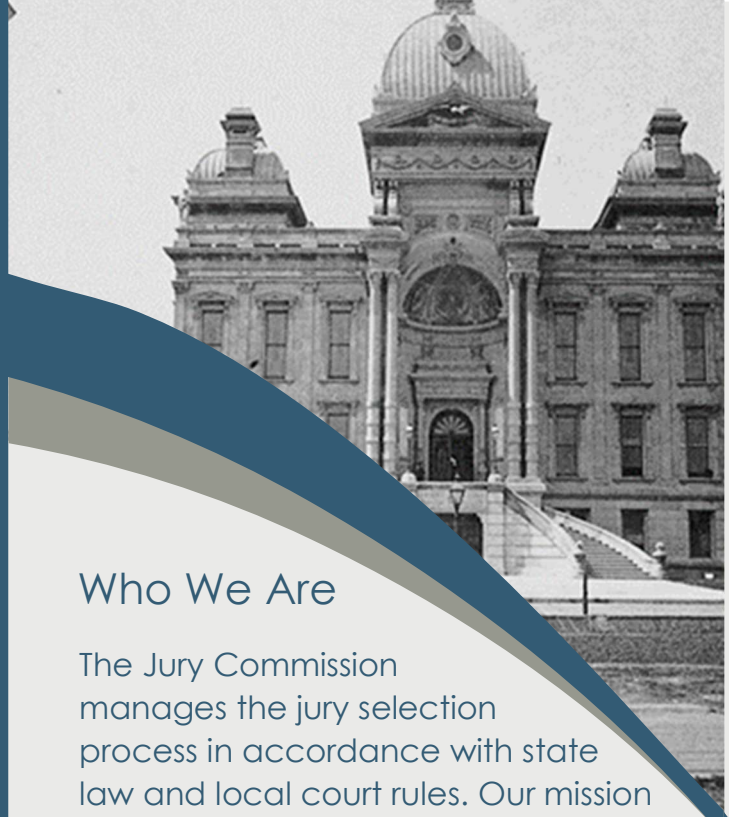
- **Legal Compliance:** Under **705 ILCS 305/4.1**, Illinois law protects employees from being discharged, threatened, or discriminated against for serving on a jury.
- **Scheduling Flexibility:** Allow employees time off for jury duty; plan workloads to accommodate their absence.
- **Documentation:** Employers may request proof of jury service if needed for payroll or leave records.

Supporting Your Employees

- Encourage employees to notify you promptly if they receive a jury summons.
- Understand that jury service is temporary, and employees will return to work after completing their duty.
- Consider flexible scheduling or temporary coverage to minimize disruption.

Disclaimer:

This document is intended for general informational purposes only and does not constitute legal advice. It may not address every individual circumstance. These guidelines are provided solely to assist employers in understanding jury duty obligations and should not be considered exhaustive or legally binding. For specific legal concerns, consultation with qualified legal counsel is recommended.



Who We Are

The Jury Commission manages the jury selection process in accordance with state law and local court rules. Our mission is to ensure a **fair and impartial jury system**. We guide jurors, support employers and medical professionals, and assist the courts to make the process clear, efficient, and accessible for everyone.

https://illinois17th.com/for-jurors/juror-information

Jury@17thCircuit.IllinoisCourts.Gov

(815) 319-4880

(815) 969-0274

420 W. State Street
1st Floor, Suite 116
Rockford, IL 61101

Jury Duty for Employers

Supporting Fairness in the Justice System



Benefits of Supporting Jury Duty

- **Promotes Civic Engagement:** Shows commitment to community and the rule of law.
- **Builds Trust:** Employees feel valued and respected.
- **Protects Your Business:** Ensures compliance with Illinois law and avoids legal issues.

Jury Duty Matters

Jury duty is essential for a fair and impartial justice system. Serving as a juror allows everyday citizens to protect the rights of others, ensure trials are balanced, and help reach unbiased verdicts. It's a vital civic responsibility that strengthens democracy and builds public trust in the legal system. By participating, jurors contribute to their community and help uphold the rule of law.

As of January 1, 2027 Employers Must Pay Their Employees during Service

If an employer has more than 25 employees, they must pay their employees during service.

"Employers shall be required to compensate employees at the employee's regular rate of pay for the time that the employee served on jury duty. The requirements of this subsection do not apply to employers with 25 or fewer employees."

— 705 ILCS 305/4.1(g)

Your support helps maintain a fair, impartial judicial system while keeping your workplace compliant with the law.