

News & Types: Employment, Labor & Benefits Update

# Questions From Our Clients

8/11/2014

Practices: Employment, Labor & Benefits

Q: Do I violate criminal law by not correctly implementing the Illinois Conceal Carry Law?

A: No. The law is a criminal statute directed at those persons who obtain a license to carry a concealed weapon. For more about this law, check out Alan M. Kaplan's interview on Youtube at this link: [http://www.youtube.com/watch?v=zM\\_iBrH8e7A](http://www.youtube.com/watch?v=zM_iBrH8e7A).

Q: We give employees vacation that they have not earned. Can I deduct that unearned vacation from the employees' final paychecks?

A: Yes, but only if the employee voluntarily signed an express authorization to do so at the time the employee borrowed unearned vacation. Making a deduction without a voluntarily, express authorization is a violation of the Illinois Wage Payment and Collection Act, resulting in daily penalties.