



(Docket No. 132016)
LISA JOHNSON *et al.*, Appellants,
v. AMAZON.COM SERVICES, LLC, Appellee.
Opinion filed March 19, 2026.

Justice Overstreet delivered the judgment of the court, with opinion.

In this case, the supreme court resolved whether the Minimum Wage Law in Illinois requires employers to compensate employees for time they must spend on the employers' premises preparing to work. The plaintiffs worked in an Amazon warehouse and were required to complete preshift COVID-19 screenings, generally lasting 10 to 15 minutes. They were not compensated for this time. They filed suit against Amazon, and Amazon removed it to federal court. The federal district court dismissed the claims arising under federal statutes, which excluded certain prework activities from being compensable time. The district court also dismissed the Minimum Wage Law claims, finding that precedent on federal law had frequently been used to interpret the Minimum Wage Law as well.

The Court of Appeals for the Seventh Circuit certified the question to the Illinois Supreme Court, to determine whether the Minimum Wage Law incorporates the federal preshift exclusions. The supreme court held that it does not. The Minimum Wage Law contains the same general requirements that employees be paid for their time, but it notably does not include the preshift exclusions expressed in federal law. Because the statutory language was not ambiguous in failing to state those exclusions, Amazon could not rely on legislative history or federal regulations to inform Illinois's statute: the Minimum Wage Law unambiguously does not have those exclusions.