



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

HB0478

by Rep. Grant Wehrli

SYNOPSIS AS INTRODUCED:

820 ILCS 105/4b new

Amends the Minimum Wage Law. Provides that an employer may impose a disciplinary suspension without pay upon certain bona fide executive, administrative, and professional employees and certain employees of governmental bodies. Provides that a deduction from the pay of such employees may be made for suspensions of one or more full days imposed in good faith for infractions of workplace conduct rules; the suspension must be imposed pursuant to a written policy applicable to all employees; and an employer, in imposing such a suspension, may deduct from the employee's salary the hourly or daily equivalent of the employee's full salary or any other amount proportional to the time actually missed by the employee.

LRB100 04247 KTG 14253 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Minimum Wage Law is amended by adding
5 Section 4b as follows:

6 (820 ILCS 105/4b new)

7 Sec. 4b. Suspension of employees; discipline. An employer
8 may impose a disciplinary suspension without pay upon any
9 employee described in paragraph D or E of subsection (2) of
10 Section 4a. A deduction from the pay of such an employee may be
11 made for suspensions of one or more full days imposed in good
12 faith for infractions of workplace conduct rules. The
13 suspension must be imposed pursuant to a written policy
14 applicable to all employees. In imposing an unpaid suspension
15 upon an employee pursuant to this Section, an employer may
16 deduct from the employee's salary the hourly or daily
17 equivalent of the employee's full salary or any other amount
18 proportional to the time actually missed by the employee.