

1 AN ACT concerning higher education.

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

4 Section 5. The State Universities Civil Service Act is
5 amended by adding Section 36n-5 as follows:

6 (110 ILCS 70/36n-5 new)

7 Sec. 36n-5. Extra-help appointments.

8 (a) In this Section:

9 "Status appointment" means "status appointment" as
10 defined in 80 Ill. Adm. Code 250.5.

11 "Status employee" means "status employee" as defined in
12 80 Ill. Adm. Code 250.5.

13 "Status position" means "status position" as defined in
14 80 Ill. Adm. Code 250.5.

15 (b) An extra-help appointment may be made by an employer
16 to any position for work that the employer attests to be
17 casual or emergent in nature and that meets all of the
18 following conditions:

19 (1) The amount of time for which the services are
20 needed is not usually predictable.

21 (2) Payment for work performed is usually made on
22 an hourly basis.

23 (3) The work cannot readily be assigned either on a
24 straighttime or on an overtime basis to a status
25 employee.

26 (c) An extra-help position may be utilized for a maximum
27 of 900 hours of actual work in any consecutive 12 calendar
28 months. The employer shall review the status of the position
29 at least every 3 calendar months. After an extra-help
30 position has accrued 900 consecutive hours, the appointment
31 shall become a permanent, status appointment with benefits

1 within the limits established for comparable service in a
2 status position and the extra-help position shall be
3 terminated and shall not be reestablished until at least 6
4 months time has elapsed from the date of termination of the
5 extra-help position.

6 (d) Upon working 900 hours, an extra-help employee
7 cannot resume employment in any extra-help appointment at a
8 place of employment until 30 calendar days have elapsed.

9 (e) Compensation of extra-help employees shall be within
10 the limits established for comparable service in a status
11 position.

12 (f) An extra-help employee who becomes a status employee
13 shall receive seniority for all hours worked as an extra-help
14 employee, and seniority shall be applied in the same manner
15 as for employees in status positions.

16 Section 99. Effective date. This Act takes effect upon
17 becoming law.