

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 Employment of Strikebreakers Act is
5 amended by changing Sections 1 and 2 as follows:

6 (820 ILCS 30/1) (from Ch. 48, par. 2e)

7 Sec. 1. Definitions. For the purpose of this Act:

8 (a) "Lockout" means the action of an employer pursuant
9 to a labor dispute in temporarily closing a place of
10 employment or preventing an employee or employees from
11 engaging in their normal course of employment for the purpose
12 of inducing settlement of the dispute or influencing the
13 conditions of employment to be agreed on.

14 (b) "Person" means any individual, partnership,
15 association, firm, corporation, union, or group of employees.

16 (c) "Professional strikebreaker" means any person who
17 repeatedly and habitually offers himself for employment on a
18 temporary basis where a lockout or strike exists to take the
19 place of an employee whose work has ceased as a direct
20 consequence of such lockout or strike.

21 (d) "Strike" means the concerted action of employees
22 pursuant to a labor dispute in failing to report for work,
23 engaging in the stoppage of work, picketing (where the effect
24 of such picketing is to induce any individual not to pick up,
25 deliver or transport any goods or not to perform any
26 services), or abstaining from the full and proper performance
27 of the duties of employment for the purpose of inducing
28 settlement of the dispute or influencing the conditions of
29 employment to be agreed on.

30 (e) "Day and temporary labor service agency" has the
31 meaning ascribed to that term in the Day and Temporary Labor

1 Services Act.

2 (Source: P.A. 79-859.)

3 (820 ILCS 30/2) (from Ch. 48, par. 2f)

4 Sec. 2. No person shall knowingly employ any
5 professional strikebreaker in the place of an employee, whose
6 work has ceased as a direct consequence of a lockout or
7 strike, or knowingly contract with a day and temporary labor
8 service agency to provide a replacement for the employee,
9 during any period when a lockout or strike is in progress.
10 Nor shall any professional strikebreaker take or offer to
11 take the place in employment of employees involved in a
12 lockout or strike.

13 Nothing in this amendatory Act of the 93rd General
14 Assembly shall be construed to prohibit the continued
15 employment of a day or temporary laborer by an employer if
16 the day or temporary laborer had already been assigned to
17 work for the employer at the time the strike or lockout
18 began.

19 (Source: P.A. 79-859.)

20 Section 10. The Day and Temporary Labor Services Act is
21 amended by changing Section 10 as follows:

22 (820 ILCS 175/10)

23 Sec. 10. Statement.

24 (a) Whenever a day and temporary labor service agency
25 agrees to send one or more persons to work as day or
26 temporary laborers, the day and temporary labor service
27 agency shall, upon request by a day or temporary laborer,
28 provide to the day or temporary laborer a statement
29 containing the following items: "Name and nature of the work
30 to be performed", "wages offered", "destination of the person
31 employed", "terms of transportation", and whether a meal and

1 equipment is provided, either by the day and temporary labor
2 service or the third party employer, and the cost of the meal
3 and equipment, if any.

4 (b) No day and temporary labor service agency may send
5 any day or temporary laborer to any place where a strike, a
6 lockout, or other labor trouble exists ~~without--first~~
7 ~~notifying-the-day-or-temporary-laborer-of-the-conditions.~~

8 (c) The Department shall recommend to day and temporary
9 labor service agencies that those agencies employ personnel
10 who can effectively communicate information required in
11 subsections (a) and (b) to day or temporary laborers in
12 Spanish, Polish, or any other language that is generally used
13 in the locale of the day and temporary labor agency.

14 (Source: P.A. 91-579, eff. 1-1-00; 92-783, eff. 1-1-03.)