

HB2757



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

HB2757

by Rep. Joe Sosnowski

SYNOPSIS AS INTRODUCED:

820 ILCS 115/5

from Ch. 48, par. 39m-5

Amends the Illinois Wage Payment and Collection Act. Requires any unit of local government or school district to pay, within a specified time period, the monetary equivalent of all earned vacation and sick time to an employee who is terminating employment.

LRB100 10142 JLS 20320 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

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 Illinois Wage Payment and Collection Act is
5 amended by changing Section 5 as follows:

6 (820 ILCS 115/5) (from Ch. 48, par. 39m-5)

7 Sec. 5. Every employer shall pay the final compensation of
8 separated employees in full, at the time of separation, if
9 possible, but in no case later than the next regularly
10 scheduled payday for such employee. Where such employee
11 requests in writing that his final compensation be paid by
12 check and mailed to him, the employer shall comply with this
13 request.

14 Unless otherwise provided in a collective bargaining
15 agreement, whenever a contract of employment or employment
16 policy provides for paid vacations, and an employee resigns or
17 is terminated without having taken all vacation time earned in
18 accordance with such contract of employment or employment
19 policy, the monetary equivalent of all earned vacation shall be
20 paid to him or her as part of his or her final compensation at
21 his or her final rate of pay and no employment contract or
22 employment policy shall provide for forfeiture of earned
23 vacation time upon separation. If the employee is terminating

1 employment with any unit of local government or school
2 district, such payment for earned vacation or any payment for
3 accrued sick time for which the employee is to be paid upon
4 separation shall be made to him or her at least 90 days, but
5 not more than 120 days, after termination of employment, unless
6 otherwise provided in a collective bargaining agreement.

7 (Source: P.A. 83-199.)