

SB0858



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

SB0858

Introduced 2/7/2017, by Sen. Patricia Van Pelt

SYNOPSIS AS INTRODUCED:

820 ILCS 90/5

Amends the Illinois Freedom to Work Act. Provides that "low-wage employee" means an employee whose earnings do not exceed the greater of (1) the hourly rate equal to the minimum wage required by the applicable federal, State, or local minimum wage law or (2) \$13.00 per hour (instead of an employee who earns the greater of the applicable minimum wage or \$13.00 per hour). Effective immediately.

LRB100 06081 JLS 18987 b

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 Freedom to Work Act is amended by
5 changing Section 5 as follows:

6 (820 ILCS 90/5)

7 Sec. 5. Definitions. In this Act:

8 "Covenant not to compete" means an agreement:

9 (1) between an employer and a low-wage employee that
10 restricts such low-wage employee from performing:

11 (A) any work for another employer for a specified
12 period of time;

13 (B) any work in a specified geographical area; or

14 (C) work for another employer that is similar to
15 such low-wage employee's work for the employer
16 included as a party to the agreement; and

17 (2) that is entered into after the effective date of
18 this Act.

19 "Employer" has the meaning given to such term in subsection
20 (c) of Section 3 of the Minimum Wage Law. "Employer" does not
21 include governmental or quasi-governmental bodies.

22 "Low-wage employee" means an employee whose earnings do not
23 exceed ~~who earns~~ the greater of (1) the hourly rate equal to

1 the minimum wage required by the applicable federal, State, or
2 local minimum wage law or (2) \$13.00 per hour.

3 (Source: P.A. 99-860, eff. 1-1-17.)

4 Section 99. Effective date. This Act takes effect upon
5 becoming law.