



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

SB2242

Introduced 10/18/2017, by Sen. John G. Mulroe

SYNOPSIS AS INTRODUCED:

820 ILCS 191/10
820 ILCS 191/15

Amends the Employee Sick Leave Act. Permits an employee to use personal sick leave benefits for leave an employee is entitled to under the Victims' Economic Security and Safety Act. Permits an employer to limit the use of personal sick leave benefits for leave an employee is entitled to under the Victims' Economic Security and Safety Act. Provides that the Employee Sick Leave Act does not limit or extend the period of leave to which an employee is entitled under the Victims' Economic Security and Safety Act, regardless of whether the employee receives sick leave compensation during that leave. Effective immediately.

LRB100 14882 KTG 29706 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

1 AN ACT concerning business.

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

4 Section 5. The Employee Sick Leave Act is amended by
5 changing Sections 10 and 15 as follows:

6 (820 ILCS 191/10)

7 Sec. 10. Use of leave; limitations.

8 (a) An employee may use personal sick leave benefits
9 provided by the employer for absences due to an illness,
10 injury, or medical appointment of the employee's child,
11 stepchild, spouse, domestic partner, sibling, parent,
12 mother-in-law, father-in-law, grandchild, grandparent, or
13 stepparent, or for leave an employee is entitled to under the
14 Victims' Economic Security and Safety Act, on the same terms
15 upon which the employee is able to use personal sick leave
16 benefits for the employee's own illness or injury. An employer
17 may request written verification of the employee's absence from
18 a health care professional if such verification is required
19 under the employer's employment benefit plan or paid time off
20 policy.

21 (b) An employer may limit the use of personal sick leave
22 benefits provided by the employer for absences due to an
23 illness, injury, or medical appointment of the employee's

1 child, stepchild, spouse, domestic partner, sibling, parent,
2 mother-in-law, father-in-law, grandchild, grandparent, or
3 stepparent, or for leave an employee is entitled to under the
4 Victims' Economic Security and Safety Act, to an amount not
5 less than the personal sick leave that would be earned or
6 accrued during 6 months at the employee's then current rate of
7 entitlement. For employers who base personal sick leave
8 benefits on an employee's years of service instead of annual or
9 monthly accrual, such employer may limit the amount of sick
10 leave to be used under this Act to half of the employee's
11 maximum annual grant.

12 (c) An employer who provides personal sick leave benefits
13 or a paid time off policy that would otherwise provide benefits
14 as required under subsections (a) and (b) shall not be required
15 to modify such benefits.

16 (Source: P.A. 99-841, eff. 1-1-17; 99-921, eff. 1-13-17.)

17 (820 ILCS 191/15)

18 Sec. 15. Rights and remedies. The rights and remedies
19 specified in this Act are in addition to any other rights or
20 remedies afforded by contract or under other provisions of law.
21 This Act does not prevent an employer from providing greater
22 sick leave benefits than are provided for under this Act. This
23 Act does not extend the maximum period of leave to which an
24 employee is entitled under the federal Family and Medical Leave
25 Act of 1993, regardless of whether the employee receives sick

1 leave compensation during that leave. This Act does not limit
2 or extend the period of leave to which an employee is entitled
3 under the Victims' Economic Security and Safety Act, regardless
4 of whether the employee receives sick leave compensation during
5 that leave.

6 (Source: P.A. 99-841, eff. 1-1-17.)

7 Section 99. Effective date. This Act takes effect upon
8 becoming law.