

SB2999



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

SB2999

Introduced 2/15/2018, by Sen. Patricia Van Pelt - Linda Holmes

SYNOPSIS AS INTRODUCED:

820 ILCS 115/9.5 new

Amends the Illinois Wage Payment and Collection Act. Provides that an employer shall reimburse an employee for all necessary expenditures or losses incurred by the employee directly related to services performed for the employer. Requires the Department of Labor to adopt rules implementing the requirement.

LRB100 20681 JLS 36134 b

FISCAL NOTE ACT
MAY APPLY

STATE MANDATES
ACT MAY REQUIRE
REIMBURSEMENT

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 adding Section 9.5 as follows:

6 (820 ILCS 115/9.5 new)

7 Sec. 9.5. Reimbursement of employee expenses. An employer
8 shall reimburse an employee for all necessary expenditures or
9 losses incurred by the employee directly related to services
10 performed for the employer. As used in this Section, "necessary
11 expenses" include all reasonable expenditures or losses
12 including, but not limited to, uniforms, equipment, vehicle
13 expenses, electronic devices such as cell phones, tablets, and
14 computers, and any other expenditures or losses an employer
15 requires an employee to incur in direct consequence of the
16 discharge of employment duties. An employer is not liable under
17 this Section unless the employer knew or had reason to know
18 that the employee incurred the expenditure or loss. The
19 Department shall establish rules to protect the interests of
20 both parties in cases of disputed reimbursement.