



Sen. Patricia Van Pelt

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10000SB2999sam001

LRB100 20681 JLS 38937 a

1 AMENDMENT TO SENATE BILL 2999

2 AMENDMENT NO. _____. Amend Senate Bill 2999 by replacing
3 everything after the enacting clause with the following:

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.

8 (a) An employer shall reimburse an employee for all
9 necessary expenditures or losses incurred by the employee
10 within the employee's scope of employment and directly related
11 to services performed for the employer. As used in this
12 Section, "necessary expenditures" means all reasonable
13 expenditures or losses required of the employee in the
14 discharge of employment duties and that inure to the primary
15 benefit of the employer. An employer shall submit any necessary
16 expenditure with appropriate supporting documentation within

1 30 calendar days after incurring the expense, except that an
2 employer may provide additional time for submitting requests
3 for reimbursement in a written expense reimbursement policy.
4 Where supporting documentation is nonexistent, missing, or
5 lost, the employee shall submit a signed statement regarding
6 any such receipts.

7 (b) An employee is not entitled to reimbursement under this
8 Section if (i) the employer has an established written expense
9 reimbursement policy and (ii) the employee failed to comply
10 with the written expense reimbursement policy. An employer is
11 not liable under this Section unless the employer authorized or
12 required the employee to incur the necessary expenditure or the
13 employer failed to comply with its own written expense
14 reimbursement policy.

15 (c) To ensure consistency with federal law, any rules
16 adopted by the Department and interpretation of this Section
17 shall be consistent and not in conflict with federal
18 regulations and guidelines regarding employer requirements for
19 reimbursement of employee expenses."