

# HB0252



## 101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB0252

by Rep. Will Guzzardi

### SYNOPSIS AS INTRODUCED:

775 ILCS 5/2-101

from Ch. 68, par. 2-101

Amends the Illinois Human Rights Act. Provides that "employer" includes any person employing one (instead of 15) or more employees within Illinois during 20 or more calendar weeks within the calendar year of or preceding the alleged violation. Provides that "employer" does not include any place of worship with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by the place of worship of its activities.

LRB101 00363 HEP 45367 b

A BILL FOR

1 AN ACT concerning human rights.

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

4 Section 5. The Illinois Human Rights Act is amended by  
5 changing Section 2-101 as follows:

6 (775 ILCS 5/2-101) (from Ch. 68, par. 2-101)

7 Sec. 2-101. Definitions. The following definitions are  
8 applicable strictly in the context of this Article.

9 (A) Employee.

10 (1) "Employee" includes:

11 (a) Any individual performing services for  
12 remuneration within this State for an employer;

13 (b) An apprentice;

14 (c) An applicant for any apprenticeship.

15 For purposes of subsection (D) of Section 2-102 of this  
16 Act, "employee" also includes an unpaid intern. An unpaid  
17 intern is a person who performs work for an employer under  
18 the following circumstances:

19 (i) the employer is not committed to hiring the  
20 person performing the work at the conclusion of the  
21 intern's tenure;

22 (ii) the employer and the person performing the  
23 work agree that the person is not entitled to wages for

1 the work performed; and

2 (iii) the work performed:

3 (I) supplements training given in an  
4 educational environment that may enhance the  
5 employability of the intern;

6 (II) provides experience for the benefit of  
7 the person performing the work;

8 (III) does not displace regular employees;

9 (IV) is performed under the close supervision  
10 of existing staff; and

11 (V) provides no immediate advantage to the  
12 employer providing the training and may  
13 occasionally impede the operations of the  
14 employer.

15 (2) "Employee" does not include:

16 (a) (Blank);

17 (b) Individuals employed by persons who are not  
18 "employers" as defined by this Act;

19 (c) Elected public officials or the members of  
20 their immediate personal staffs;

21 (d) Principal administrative officers of the State  
22 or of any political subdivision, municipal corporation  
23 or other governmental unit or agency;

24 (e) A person in a vocational rehabilitation  
25 facility certified under federal law who has been  
26 designated an evaluatee, trainee, or work activity

1 client.

2 (B) Employer.

3 (1) "Employer" includes:

4 (a) Any person employing one ~~15~~ or more employees  
5 within Illinois during 20 or more calendar weeks within  
6 the calendar year of or preceding the alleged  
7 violation;

8 (b) Any person employing one or more employees when  
9 a complainant alleges civil rights violation due to  
10 unlawful discrimination based upon his or her physical  
11 or mental disability unrelated to ability, pregnancy,  
12 or sexual harassment;

13 (c) The State and any political subdivision,  
14 municipal corporation or other governmental unit or  
15 agency, without regard to the number of employees;

16 (d) Any party to a public contract without regard  
17 to the number of employees;

18 (e) A joint apprenticeship or training committee  
19 without regard to the number of employees.

20 (2) "Employer" does not include any place of worship,  
21 religious corporation, association, educational  
22 institution, society, or non-profit nursing institution  
23 conducted by and for those who rely upon treatment by  
24 prayer through spiritual means in accordance with the  
25 tenets of a recognized church or religious denomination  
26 with respect to the employment of individuals of a

1 particular religion to perform work connected with the  
2 carrying on by such place of worship, corporation,  
3 association, educational institution, society or  
4 non-profit nursing institution of its activities.

5 (C) Employment Agency. "Employment Agency" includes both  
6 public and private employment agencies and any person, labor  
7 organization, or labor union having a hiring hall or hiring  
8 office regularly undertaking, with or without compensation, to  
9 procure opportunities to work, or to procure, recruit, refer or  
10 place employees.

11 (D) Labor Organization. "Labor Organization" includes any  
12 organization, labor union, craft union, or any voluntary  
13 unincorporated association designed to further the cause of the  
14 rights of union labor which is constituted for the purpose, in  
15 whole or in part, of collective bargaining or of dealing with  
16 employers concerning grievances, terms or conditions of  
17 employment, or apprenticeships or applications for  
18 apprenticeships, or of other mutual aid or protection in  
19 connection with employment, including apprenticeships or  
20 applications for apprenticeships.

21 (E) Sexual Harassment. "Sexual harassment" means any  
22 unwelcome sexual advances or requests for sexual favors or any  
23 conduct of a sexual nature when (1) submission to such conduct  
24 is made either explicitly or implicitly a term or condition of  
25 an individual's employment, (2) submission to or rejection of  
26 such conduct by an individual is used as the basis for

1 employment decisions affecting such individual, or (3) such  
2 conduct has the purpose or effect of substantially interfering  
3 with an individual's work performance or creating an  
4 intimidating, hostile or offensive working environment.

5 (F) Religion. "Religion" with respect to employers  
6 includes all aspects of religious observance and practice, as  
7 well as belief, unless an employer demonstrates that he is  
8 unable to reasonably accommodate an employee's or prospective  
9 employee's religious observance or practice without undue  
10 hardship on the conduct of the employer's business.

11 (G) Public Employer. "Public employer" means the State, an  
12 agency or department thereof, unit of local government, school  
13 district, instrumentality or political subdivision.

14 (H) Public Employee. "Public employee" means an employee of  
15 the State, agency or department thereof, unit of local  
16 government, school district, instrumentality or political  
17 subdivision. "Public employee" does not include public  
18 officers or employees of the General Assembly or agencies  
19 thereof.

20 (I) Public Officer. "Public officer" means a person who is  
21 elected to office pursuant to the Constitution or a statute or  
22 ordinance, or who is appointed to an office which is  
23 established, and the qualifications and duties of which are  
24 prescribed, by the Constitution or a statute or ordinance, to  
25 discharge a public duty for the State, agency or department  
26 thereof, unit of local government, school district,

1 instrumentality or political subdivision.

2 (J) Eligible Bidder. "Eligible bidder" means a person who,  
3 prior to contract award or prior to bid opening for State  
4 contracts for construction or construction-related services,  
5 has filed with the Department a properly completed, sworn and  
6 currently valid employer report form, pursuant to the  
7 Department's regulations. The provisions of this Article  
8 relating to eligible bidders apply only to bids on contracts  
9 with the State and its departments, agencies, boards, and  
10 commissions, and the provisions do not apply to bids on  
11 contracts with units of local government or school districts.

12 (K) Citizenship Status. "Citizenship status" means the  
13 status of being:

14 (1) a born U.S. citizen;

15 (2) a naturalized U.S. citizen;

16 (3) a U.S. national; or

17 (4) a person born outside the United States and not a  
18 U.S. citizen who is not an unauthorized alien and who is  
19 protected from discrimination under the provisions of  
20 Section 1324b of Title 8 of the United States Code, as now  
21 or hereafter amended.

22 (Source: P.A. 99-78, eff. 7-20-15; 99-758, eff. 1-1-17; 100-43,  
23 eff. 8-9-17.)