

HB2975



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB2975

by Rep. Marcus C. Evans, Jr.

SYNOPSIS AS INTRODUCED:

820 ILCS 15/5 new

Amends the Employment Contract Act. Provides that an employer may not require as a condition or precondition of employment that an employee or person seeking employment waive, arbitrate, or otherwise diminish any future claim, right, or benefit to which the person would otherwise be entitled under State or federal law. Effective immediately.

LRB101 08706 JLS 53791 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 Employment Contract Act is amended by adding
5 Section 5 as follows:

6 (820 ILCS 15/5 new)

7 Sec. 5. Prohibition against requiring waiver of statutory
8 rights as a condition of employment.

9 (a) In this Section:

10 "Employee" means any person employed by or suffered or
11 permitted to work for an employer.

12 "Employer" means any person, either individual,
13 corporation, partnership, agency, or firm, that employs an
14 employee and includes any person, either individual,
15 corporation, partnership, agency, or firm, acting directly or
16 indirectly in the interest of an employer in relation to an
17 employee.

18 (b) Notwithstanding any provision of Illinois law to the
19 contrary, no employer shall require as a condition or
20 precondition of employment that any employee or person seeking
21 employment waive, arbitrate, or otherwise diminish any
22 existing or future claim, right, or benefit to which the
23 employee or person seeking employment would otherwise be

1 entitled under any provision of Illinois law or any federal
2 law.

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