

HB3361



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB3361

by Rep. Fred Crespo

SYNOPSIS AS INTRODUCED:

820 ILCS 105/4.5 new

Amends the Minimum Wage Law. Provides that a nurse required to report to work, but not tasked to work or who is provided less than one-half the of the nurse's usual or scheduled day's work shall be paid for a minimum of 4 hours at the nurse's regular rate of pay. Does not apply to nurses paid on standby status. Effective January 1, 2020.

LRB101 09519 JLS 54617 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 Minimum Wage Law is amended by adding
5 Section 4.5 as follows:

6 (820 ILCS 105/4.5 new)

7 Sec. 4.5. Reporting time pay for nurses.

8 (a) Each workday a nurse is required to report for work and
9 does report, but is not put to work or is furnished less than
10 one-half the nurse's usual or scheduled day's work, the nurse
11 shall be paid for half the usual or scheduled day's work, but
12 in no event for less than 4 hours, at the nurse's regular rate
13 of pay, which shall not be less than the minimum wage.

14 (b) If a nurse is required to report for work a second time
15 in any one workday and is furnished less than 2 hours of work
16 on the second reporting, the nurse shall be paid for 2 hours at
17 the nurse's regular rate of pay, which shall not be less than
18 the minimum wage.

19 (c) The reporting time pay provisions established under
20 this Section are not applicable when:

21 (1) operations cannot commence or continue due to
22 threats to employees or property or when recommended by
23 civil authorities;

1 (2) public utilities fail to supply electricity,
2 water, or gas, or there is a failure in the public
3 utilities or sewer system; or

4 (3) the interruption of work is caused by an Act of God
5 or other cause not within the employer's control.

6 (d) This Section does not apply to a nurse on paid standby
7 status who is called to perform assigned work at a time other
8 than the nurse's scheduled reporting time.

9 Section 99. Effective date. This Act takes effect January
10 1, 2020.