



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB4986

Introduced 2/18/2020, by Rep. Terra Costa Howard

SYNOPSIS AS INTRODUCED:

- 105 ILCS 5/24-6.4 new
- 110 ILCS 305/120 new
- 110 ILCS 520/100 new
- 110 ILCS 660/5-210 new
- 110 ILCS 665/10-210 new
- 110 ILCS 670/15-210 new
- 110 ILCS 675/20-215 new
- 110 ILCS 680/25-210 new
- 110 ILCS 685/30-220 new
- 110 ILCS 690/35-215 new
- 110 ILCS 805/3-29.1a new

Amends various Acts relating to the governance of public schools, public universities, and public community colleges in Illinois. Provides that an employee of a school district, public university, or community college district who has been employed for at least 12 months and who has worked at least 1,000 hours in the previous 12-month period shall be eligible for family and medical leave under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act of 1993.

LRB101 16656 CMG 66043 b

FISCAL NOTE ACT
MAY APPLY

STATE MANDATES
ACT MAY REQUIRE
REIMBURSEMENT

A BILL FOR

1 AN ACT concerning education.

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

4 Section 5. The School Code is amended by adding Section
5 24-6.4 as follows:

6 (105 ILCS 5/24-6.4 new)

7 Sec. 24-6.4. Family and medical leave coverage. A school
8 district employee who has been employed by the school district
9 for at least 12 months and who has worked at least 1,000 hours
10 in the previous 12-month period shall be eligible for family
11 and medical leave under the same terms and conditions as leave
12 provided to eligible employees under the federal Family and
13 Medical Leave Act of 1993.

14 Section 10. The University of Illinois Act is amended by
15 adding Section 120 as follows:

16 (110 ILCS 305/120 new)

17 Sec. 120. Family and medical leave coverage. A University
18 employee who has been employed by the University for at least
19 12 months and who has worked at least 1,000 hours in the
20 previous 12-month period shall be eligible for family and
21 medical leave under the same terms and conditions as leave

1 provided to eligible employees under the federal Family and
2 Medical Leave Act of 1993.

3 Section 15. The Southern Illinois University Management
4 Act is amended by adding Section 100 as follows:

5 (110 ILCS 520/100 new)

6 Sec. 100. Family and medical leave coverage. A University
7 employee who has been employed by the University for at least
8 12 months and who has worked at least 1,000 hours in the
9 previous 12-month period shall be eligible for family and
10 medical leave under the same terms and conditions as leave
11 provided to eligible employees under the federal Family and
12 Medical Leave Act of 1993.

13 Section 20. The Chicago State University Law is amended by
14 adding Section 5-210 as follows:

15 (110 ILCS 660/5-210 new)

16 Sec. 5-210. Family and medical leave coverage. A University
17 employee who has been employed by the University for at least
18 12 months and who has worked at least 1,000 hours in the
19 previous 12-month period shall be eligible for family and
20 medical leave under the same terms and conditions as leave
21 provided to eligible employees under the federal Family and
22 Medical Leave Act of 1993.

1 Section 25. The Eastern Illinois University Law is amended
2 by adding Section 10-210 as follows:

3 (110 ILCS 665/10-210 new)

4 Sec. 10-210. Family and medical leave coverage. A
5 University employee who has been employed by the University for
6 at least 12 months and who has worked at least 1,000 hours in
7 the previous 12-month period shall be eligible for family and
8 medical leave under the same terms and conditions as leave
9 provided to eligible employees under the federal Family and
10 Medical Leave Act of 1993.

11 Section 30. The Governors State University Law is amended
12 by adding Section 15-210 as follows:

13 (110 ILCS 670/15-210 new)

14 Sec. 15-210. Family and medical leave coverage. A
15 University employee who has been employed by the University for
16 at least 12 months and who has worked at least 1,000 hours in
17 the previous 12-month period shall be eligible for family and
18 medical leave under the same terms and conditions as leave
19 provided to eligible employees under the federal Family and
20 Medical Leave Act of 1993.

21 Section 35. The Illinois State University Law is amended by

1 adding Section 20-215 as follows:

2 (110 ILCS 675/20-215 new)

3 Sec. 20-215. Family and medical leave coverage. A
4 University employee who has been employed by the University for
5 at least 12 months and who has worked at least 1,000 hours in
6 the previous 12-month period shall be eligible for family and
7 medical leave under the same terms and conditions as leave
8 provided to eligible employees under the federal Family and
9 Medical Leave Act of 1993.

10 Section 40. The Northeastern Illinois University Law is
11 amended by adding Section 25-210 as follows:

12 (110 ILCS 680/25-210 new)

13 Sec. 25-210. Family and medical leave coverage. A
14 University employee who has been employed by the University for
15 at least 12 months and who has worked at least 1,000 hours in
16 the previous 12-month period shall be eligible for family and
17 medical leave under the same terms and conditions as leave
18 provided to eligible employees under the federal Family and
19 Medical Leave Act of 1993.

20 Section 45. The Northern Illinois University Law is amended
21 by adding Section 30-220 as follows:

1 (110 ILCS 685/30-220 new)

2 Sec. 30-220. Family and medical leave coverage. A
3 University employee who has been employed by the University for
4 at least 12 months and who has worked at least 1,000 hours in
5 the previous 12-month period shall be eligible for family and
6 medical leave under the same terms and conditions as leave
7 provided to eligible employees under the federal Family and
8 Medical Leave Act of 1993.

9 Section 50. The Western Illinois University Law is amended
10 by adding Section 35-215 as follows:

11 (110 ILCS 690/35-215 new)

12 Sec. 35-215. Family and medical leave coverage. A
13 University employee who has been employed by the University for
14 at least 12 months and who has worked at least 1,000 hours in
15 the previous 12-month period shall be eligible for family and
16 medical leave under the same terms and conditions as leave
17 provided to eligible employees under the federal Family and
18 Medical Leave Act of 1993.

19 Section 55. The Public Community College Act is amended by
20 adding Section 3-29.1a as follows:

21 (110 ILCS 805/3-29.1a new)

22 Sec. 3-29.1a. Family and medical leave coverage. A

1 community college employee who has been employed by the
2 community college district for at least 12 months and who has
3 worked at least 1,000 hours in the previous 12-month period
4 shall be eligible for family and medical leave under the same
5 terms and conditions as leave provided to eligible employees
6 under the federal Family and Medical Leave Act of 1993.