

HB3663



102ND GENERAL ASSEMBLY

State of Illinois

2021 and 2022

HB3663

Introduced 2/22/2021, by Rep. Lindsey LaPointe

SYNOPSIS AS INTRODUCED:

820 ILCS 191/10

Amends the Employee Sick Leave Act. Provides that an employee may use sick leave for a behavioral health appointment of the employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, on the same terms upon which the employee is able to use personal sick leave benefits for the employee's own illness or injury.

LRB102 10894 JLS 16224 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 Employee Sick Leave Act is amended by
5 changing Section 10 as follows:

6 (820 ILCS 191/10)

7 Sec. 10. Use of leave; limitations.

8 (a) An employee may use personal sick leave benefits
9 provided by the employer for absences due to an illness,
10 injury, or behavioral health or medical appointment of the
11 employee's child, stepchild, spouse, domestic partner,
12 sibling, parent, mother-in-law, father-in-law, grandchild,
13 grandparent, or stepparent, on the same terms upon which the
14 employee is able to use personal sick leave benefits for the
15 employee's own illness or injury. An employer may request
16 written verification of the employee's absence from a health
17 care professional if such verification is required under the
18 employer's employment benefit plan or paid time off policy.

19 (b) An employer may limit the use of personal sick leave
20 benefits provided by the employer for absences due to an
21 illness, injury, or medical appointment of the employee's
22 child, stepchild, spouse, domestic partner, sibling, parent,
23 mother-in-law, father-in-law, grandchild, grandparent, or

1 stepparent to an amount not less than the personal sick leave
2 that would be earned or accrued during 6 months at the
3 employee's then current rate of entitlement. For employers who
4 base personal sick leave benefits on an employee's years of
5 service instead of annual or monthly accrual, such employer
6 may limit the amount of sick leave to be used under this Act to
7 half of the employee's maximum annual grant.

8 (c) An employer who provides personal sick leave benefits
9 or a paid time off policy that would otherwise provide
10 benefits as required under subsections (a) and (b) shall not
11 be required to modify such benefits.

12 (Source: P.A. 99-841, eff. 1-1-17; 99-921, eff. 1-13-17.)