



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB1006

Introduced 1/12/2023, by Rep. Mary E. Flowers

SYNOPSIS AS INTRODUCED:

New Act

Creates the Paid Family Leave Act. Requires private employers with 50 or more employees to provide 6 weeks of paid leave to an employee who takes leave: (1) because of the birth of a child of the employee and in order to care for the child; (2) to care for a newly adopted child under 18 years of age or a newly placed foster child under 18 years of age or a newly adopted or newly placed foster child older than 18 years of age if the child is incapable of self-care because of a mental or physical disability; or (3) to care for a family member with a serious health condition. Provides that paid family leave shall be provided irrespective of the employer's leave policies; and shall be provided to an employee who has been employed by the employer for at least one year. Permits employees to voluntarily waive paid family leave. Provides that the Department of Labor may adopt any rules necessary to implement the Act.

LRB103 04938 SPS 49949 b

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 1. Short title. This Act may be cited as the Paid
5 Family Leave Act.

6 Section 5. Paid family leave. A private employer with 50
7 or more employees shall provide 6 weeks of paid family leave to
8 an employee who takes leave:

9 (1) because of the birth of a child of the employee and
10 in order to care for the child;

11 (2) to care for a newly adopted child under 18 years of
12 age or a newly placed foster child under 18 years of age or
13 a newly adopted or newly placed foster child older than 18
14 years of age if the child is incapable of self-care
15 because of a mental or physical disability; or

16 (3) to care for a family member with a serious health
17 condition.

18 Section 10. Limitations. Paid family leave under this Act
19 shall:

20 (1) be provided irrespective of the employer's leave
21 policies; and

22 (2) be provided to an employee who has been employed

1 by the employer for at least one year.

2 Section 15. Waiver. An employee may voluntarily waive the
3 paid family leave required by this Act by:

4 (1) returning to work before the 6 weeks have elapsed;

5 or

6 (2) declining, in writing, to accept the paid family
7 leave.

8 Section 20. Rules. The Department of Labor may adopt any
9 rules necessary to implement this Act.