

HB1083



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB1083

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

SYNOPSIS AS INTRODUCED:

5 ILCS 315/20

from Ch. 48, par. 1620

Amends the Illinois Public Labor Relations Act. Provides that on or after the effective date of the amendatory Act, any provision in a collective bargaining agreement that would limit the ability of a public employer to investigate the conduct of an employee of the public employer is declared to be against public policy and unenforceable unless the limitation is otherwise required by State or federal law.

LRB103 04856 RLC 49866 b

A BILL FOR

1 AN ACT concerning government.

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

4 Section 5. The Illinois Public Labor Relations Act is
5 amended by changing Section 20 as follows:

6 (5 ILCS 315/20) (from Ch. 48, par. 1620)

7 Sec. 20. Prohibitions.

8 (a) Nothing in this Act shall be construed to require an
9 individual employee to render labor or service without his
10 consent, nor shall anything in this Act be construed to make
11 the quitting of his labor by an individual employee an illegal
12 act; nor shall any court issue any process to compel the
13 performance by an individual employee of such labor or
14 service, without his consent; nor shall the quitting of labor
15 by an employee or employees in good faith because of
16 abnormally dangerous conditions for work at the place of
17 employment of such employee be deemed a strike under this Act.

18 (b) This Act shall not be applicable to units of local
19 government employing less than 5 employees at the time the
20 Petition for Certification or Representation is filed with the
21 Board. This prohibition shall not apply to bargaining units in
22 existence on the effective date of this Act and units of local
23 government employing more than 5 employees where the total

1 number of employees falls below 5 after the Board has
2 certified a bargaining unit.

3 (c) On or after the effective date of this amendatory Act
4 of the 103rd General Assembly, any provision in a collective
5 bargaining agreement that would limit the ability of a public
6 employer to investigate the conduct of an employee of the
7 public employer is declared to be against public policy and
8 unenforceable unless the limitation is otherwise required by
9 State or federal law.

10 (Source: P.A. 93-442, eff. 1-1-04; 93-1080, eff. 6-1-05;
11 94-67, eff. 1-1-06.)