

1 AN ACT concerning veterans.

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

4 Section 5. The Military Code of Illinois is amended by
5 adding Section 22-10 as follows:

6 (20 ILCS 1805/22-10 new)

7 Sec. 22-10. Notice of provisions of Service Member's
8 Employment Tenure Act. Whenever a member of the Illinois
9 National Guard is called to active military duty pursuant to a
10 declaration of war by the Congress or by the President under
11 the War Powers Act or by the Governor in time of declared
12 emergency or for quelling civil insurrection, the Adjutant
13 General shall ensure that the member is expeditiously given
14 written notice of the provisions of Sections 4 and 4.5 of the
15 Service Member's Employment Tenure Act.

16 Section 10. The Service Member's Employment Tenure Act is
17 amended by adding Section 4.5 as follows:

18 (330 ILCS 60/4.5 new)

19 Sec. 4.5. Copy of employment offer.

20 (a) If an employer has given an individual a date upon
21 which that individual is to commence performing services for
22 the employer but the individual is called to active military
23 duty pursuant to a declaration of war by the Congress or by the
24 President under the War Powers Act or by the Governor in time
25 of declared emergency or for quelling civil insurrection before
26 the date on which the individual's services were to have
27 commenced, then the employer, upon request made by the
28 individual, shall provide the individual with a written copy of
29 the employment offer. The written copy of the employment offer
30 must include at least the following:

1 (1) A statement repeating the offer of work and the
2 date on which the services were to be first performed.

3 (2) A statement describing the job title or duties to
4 be performed.

5 (3) A statement showing the remuneration offered.

6 (4) The signature of the employer.

7 (b) If an individual, upon honorable discharge from the
8 military or satisfactory completion of his or her military
9 service under the laws of the United States, is at the time of
10 such discharge or completion of duty still qualified to perform
11 the duties of the position for which he or she was first
12 offered employment, and if the individual makes application
13 with the employer within 90 days after he or she is relieved
14 from such military service, then the individual shall be given
15 preference for employment with that employer. If circumstances
16 have so changed as to make it impossible or unreasonable for
17 the employer to employ the individual immediately, however, the
18 individual shall remain eligible to begin such employment for a
19 period of up to one year after the date the individual first
20 notified the employer of his or her desire to perform such
21 services.

22 (c) This Section does not apply if the original offer of
23 work was limited to part-time employment, temporary
24 employment, or casual labor.

25 (d) Nothing in this Section shall require an employer to
26 hold a job position open, violate any employment law,
27 collectively bargained employment recall, or other employment
28 obligation, or create additional employment to satisfy the
29 requirements of this Section.

30 Section 99. Effective date. This Act takes effect upon
31 becoming law.