



1           Moreover, many women are single mothers or the primary  
2 breadwinners for their families. If any of these women take an  
3 unpaid maternity leave, her whole family, and Illinois,  
4 suffers.

5           The United States is the only industrialized nation in the  
6 world that does not have a mandatory workplace-based program  
7 for such income support.

8           It is therefore desirable and necessary to develop systems  
9 that help families adapt to the competing interests of work and  
10 home which not only benefit workers, but also benefit employers  
11 by reducing employee turnover and increasing worker  
12 productivity.

13           (b) It is the intent of the General Assembly to create a  
14 family leave program to relieve the serious menace to health,  
15 morals, and welfare of Illinois families, to increase workplace  
16 productivity, and to alleviate the enormous and growing stress  
17 on working families of balancing the demands of work and family  
18 needs.

19           Section 10. Definitions. In this Act:

20           (1) (A) "Average weekly wage" means the amount derived by  
21 dividing a covered employee's total wages earned from the  
22 employee's most recent covered employer during the base weeks  
23 in the 8 calendar weeks immediately preceding the calendar week  
24 in which a period of family leave commenced by the number of  
25 such base weeks.

1 (B) If the computation in paragraph (A) yields a result  
2 that is less than the employee's average weekly earnings in  
3 employment with all covered employers during the base weeks in  
4 such 8 calendar weeks, then the average weekly wage shall be  
5 computed on the basis of earnings from all covered employers  
6 during the base weeks in the 8 calendar weeks immediately  
7 preceding the week in which the period of family leave  
8 commenced.

9 (C) For periods of family leave, if the computations in  
10 paragraphs (A) and (B) both yield a result which is less than  
11 the employee's average weekly earnings in employment with all  
12 covered employers during the base weeks in the 26 calendar  
13 weeks immediately preceding the week in which the period of  
14 family leave commenced, then the average weekly wage shall,  
15 upon a written request to the Department by the employee on a  
16 form provided by the Department, be computed by the Department  
17 on the basis of earnings from all covered employers of the  
18 employee during the base weeks in those 26 calendar weeks.

19 (2) "Base hours" means the hours of work for which an  
20 employee receives compensation. "Base hours" includes overtime  
21 hours for which the employee is paid additional or overtime  
22 compensation and hours for which the employee receives workers'  
23 compensation benefits. "Base hours" also includes hours an  
24 employee would have worked except for having been in military  
25 service. At the option of the employer, "base hours" may  
26 include hours for which the employee receives other types of

1 compensation, such as administrative, personal leave, vacation  
2 or sick leave.

3 (3) "Base salary" means the salary paid to an employee,  
4 excluding overtime and bonuses, but not excluding salary  
5 withheld for State, federal, and local taxes, FICA, and  
6 employee contributions to any pension or health or other  
7 insurance plans or programs.

8 (4) "Care" includes, but is not limited to, physical care,  
9 emotional support, visitation, arranging for a change in care,  
10 assistance with essential daily living matters, and personal  
11 attendant services.

12 (5) "Child" means a biological, adopted, or foster child,  
13 stepchild, or legal ward of an eligible employee, child of a  
14 domestic partner of the eligible employee, or child of a civil  
15 union partner of the eligible employee, who is less than 19  
16 years of age or is 19 years of age or older, but incapable of  
17 self-care because of a mental or physical impairment.

18 (6) "Civil union" means a civil union as defined in the  
19 Illinois Religious Freedom Protection and Civil Union Act.

20 (7) "Consecutive leave" means leave that is taken without  
21 interruption based upon an employee's regular work schedule and  
22 does not include breaks in employment in which an employee is  
23 not regularly scheduled to work. For example, when an employee  
24 is normally scheduled to work from September through June and  
25 is not scheduled to work during July and August, a leave taken  
26 continuously during May, June, and September shall be

1 considered a consecutive leave.

2 (8) "Department" means the Department of Employment  
3 Security.

4 (9) "Director" means the Director of Employment Security  
5 and any transaction or exercise of authority by the Director  
6 shall be deemed to be performed by the Department.

7 (10) "Eligible employee" means an employee employed by the  
8 same employer, as defined in paragraph (11), in the State of  
9 Illinois for 12 months or more who has worked 1,000 or more  
10 base hours during the preceding 12-month period. An employee is  
11 considered to be employed in the State of Illinois if:

12 (A) the employee works in Illinois; or

13 (B) the employee routinely performs some work in  
14 Illinois and the employee's base of operations or the place  
15 from which the work is directed and controlled is in  
16 Illinois.

17 (11) "Employer" means any partnership, association, trust,  
18 estate, joint-stock company, insurance company, or  
19 corporation, whether domestic or foreign, or the receiver,  
20 trustee in bankruptcy, trustee, or person that has in its  
21 employ one or more employees performing services for it within  
22 this State. "Employer" also includes any employer subject to  
23 the Unemployment Insurance Act, except the State, its political  
24 subdivisions, and any instrumentality of the State. All  
25 employees performing services within this State for any  
26 employing unit that maintains 2 or more separate establishments

1 within this State shall be deemed to be employed by a single  
2 employing unit for all purposes of this Act.

3 (12) "Family member" means a child, spouse, party to a  
4 civil union, or parent of an eligible employee.

5 (13) "Family leave" means leave taken by an eligible  
6 employee from work with an employer: (A) to participate in the  
7 providing of care, including physical or psychological care,  
8 for the employee or a family member of the eligible employee  
9 made necessary by a serious health condition of the family  
10 member; (B) to be with a child during the first 12 months after  
11 the child's birth, if the employee, or the party to a civil  
12 union with the employee, is a biological parent of the child,  
13 or the first 12 months after the placement of the child for  
14 adoption or foster care with the employee; (C) for the  
15 employee's own serious condition; or (D) because of any  
16 qualifying exigency as interpreted under the Family and Medical  
17 Leave Act of 1993 (29 U.S.C. 2612(a)(1)(E) and 29 CFR 825.126)  
18 arising out of the fact that the spouse, domestic partner,  
19 child, or parent of the employee is on active duty (or has been  
20 notified of an impending call or order to active duty) in the  
21 armed forces as of the United States. "Family leave" does not  
22 include any period of time during which an eligible employee is  
23 paid benefits pursuant to the Workers' Compensation Act or the  
24 Unemployment Insurance Act because the employee is unable to  
25 perform the duties of the employee's employment due to the  
26 employee's own disability.

1           (14) "Family leave benefits" means any payments that are  
2 payable to an eligible employee for all or part of a period of  
3 family leave.

4           (15) "Health care provider" means any person licensed under  
5 federal, State, or local law or the laws of a foreign nation to  
6 provide health care services or any other person who has been  
7 authorized to provide health care by a licensed health care  
8 provider.

9           (16) "Intermittent leave" means a non-consecutive leave  
10 consisting of intervals, each of which is at least one, but  
11 less than 12, weeks within a consecutive 12-month period.

12           (17) "Parent of an eligible employee" means a biological  
13 parent, foster parent, adoptive parent, or stepparent of the  
14 eligible employee or a person who was a legal guardian of the  
15 eligible employee when the eligible employee was a child.

16           (18) "Placement for adoption" means the time when an  
17 eligible employee adopts a child or becomes responsible for a  
18 child pending adoption by the eligible employee.

19           (19) "Serious health condition" means an illness, injury,  
20 impairment, or physical or mental condition that requires  
21 inpatient care in a hospital, hospice, or residential medical  
22 care facility or continuing medical treatment or continuing  
23 supervision by a health care provider.

24           (20) "12-month period" means, with respect to an employee  
25 who establishes a valid claim for family leave benefits during  
26 a period of family leave, the 365 consecutive days that begin

1 with the first day that the employee first establishes the  
2 claim.

3 (21) "Wages" means all compensation payable by employers to  
4 eligible employees for personal services including  
5 commissions, bonuses, and the cash value of all compensation  
6 payable in any medium other than cash.

7 Section 15. Family leave program.

8 (a) Subject to appropriation, the Department shall  
9 establish and administer a family leave program.

10 (b) The Department shall establish procedures and forms for  
11 filing claims for benefits under this Act.

12 (c) The Department shall use information sharing and  
13 integration technology to facilitate the disclosure of  
14 relevant information or records by the Department of Employment  
15 Security, so long as an individual consents to the disclosure  
16 as required under Section 20 of this Act.

17 (d) Information contained in the files and records  
18 pertaining to an employee under this Act is confidential and  
19 not open to public inspection, other than to public employees  
20 in the performance of their official duties. However, the  
21 employee or an authorized representative of an employee may  
22 review the records or receive specific information from the  
23 records on the presentation of the signed authorization of the  
24 employee. An employer or the employer's duly authorized  
25 representative may review the records of an employee employed



1 by the employer in connection with a pending claim. At the  
2 Department's discretion, other persons may review records when  
3 such persons are rendering assistance to the Department at any  
4 stage of the proceedings on any matter pertaining to the  
5 administration of this Act.

6 An employer must keep at its place of business records of  
7 employment from which the information needed by the Department  
8 for purposes of this Act may be obtained. The records shall at  
9 all times be open to the inspection of the Department pursuant  
10 to rules adopted by the Department.

11 (e) The Department shall develop and implement an outreach  
12 program to ensure that individuals who may be eligible to  
13 receive family leave benefits under this Act are made aware of  
14 these benefits. Outreach information shall explain, in an easy  
15 to understand format, eligibility requirements, the claims  
16 process, weekly benefit amounts, maximum benefits payable,  
17 notice requirements, reinstatement and nondiscrimination  
18 rights, confidentiality, and coordination of leave under this  
19 Act and other laws, collective bargaining agreements, and  
20 employer policies. Outreach information shall be available in  
21 English and in languages other than English that are spoken as  
22 a primary language by a significant portion of the State's  
23 population, as determined by the Department.

24 Section 20. Eligibility for benefits.

25 (a) Family leave benefits are payable under the family

1 leave program to an employee during a period in which the  
2 employee is on unpaid family leave if the employee does all of  
3 the following:

4 (1) Takes family leave as defined in Section 10.

5 (2) Files a claim for family leave benefits as required  
6 by rules adopted by the Department.

7 (3) Establishes that the employee has been employed for  
8 at least 1,000 hours in employment during the employee's  
9 qualifying year.

10 (4) Establishes an application year. An application  
11 year may not be established if the qualifying year includes  
12 hours worked before establishment of a previous  
13 application year.

14 (5) Consents to the disclosure of information or  
15 records deemed private and confidential by State and  
16 federal laws. Further disclosure of this information or  
17 these records is subject to subsection (c) of Section 15 of  
18 this Act.

19 (6) Discloses whether or not he or she owes child  
20 support obligations as defined in subsection (B) of Section  
21 1300 of the Unemployment Insurance Act.

22 (7) Documents that he or she has provided the employer  
23 from whom family leave is to be taken with written notice  
24 of the employee's intention to take family leave as  
25 provided in Section 75.

26 (b) The Department may require that a claim for family

1 leave benefits under this Section be supported by a  
2 certification issued by a health care provider who is providing  
3 care to the employee's family member if applicable.

4 (c) An employee is not eligible for family leave benefits  
5 under this Section for any week for which the employee receives  
6 paid family leave. If an employer provides paid family leave,  
7 the employee may elect whether first to use the paid family  
8 leave or to receive family leave benefits under this Section.  
9 An employee may not be required to use paid family leave to  
10 which the employee is entitled before receiving family leave  
11 benefits under this Section.

12 (d) This Section does not limit an employee's right to take  
13 leave from employment under other laws or employer policy.

14 (e) The eligibility of an employee for benefits is not  
15 affected by a strike or lockout at the factory, establishment,  
16 or other premises at which the employee is or was last  
17 employed.

18 (f) An employee who has received benefits under this  
19 Section may not lose any other employment benefits, including  
20 seniority or pension rights, accrued before the date that  
21 family leave commenced. However, this Section does not entitle  
22 an employee to accrue employment benefits during a period of  
23 family leave or to a right, benefit, or position of employment  
24 other than a right, benefit, or position to which the employee  
25 would have been entitled had the employee not taken family  
26 leave.

1           (g) This Section does not diminish an employer's obligation  
2 to comply with a collective bargaining agreement or an  
3 employment benefits program or plan that provides greater  
4 benefits to employees than the benefits provided under this  
5 Section.

6           (h) An agreement by an employee to waive the employee's  
7 rights under this Section is void as contrary to public policy.  
8 The benefits under this Section may not be diminished by a  
9 collective bargaining agreement or another employment benefits  
10 program or plan entered into or renewed after the effective  
11 date of this Act.

12           (i) This Section does not create a continuing entitlement  
13 or contractual right.

14           Section 25. Disqualification from benefits.

15           (a) An employee is disqualified from family leave benefits  
16 under this Act if the employee:

17               (1) willfully makes a false statement or  
18 misrepresentation regarding a material fact, or willfully  
19 fails to disclose a material fact, to obtain benefits;

20               (2) seeks benefits based on an intentionally  
21 self-inflicted serious health condition; or

22               (3) seeks benefits based on a serious health condition  
23 that resulted from the employee's commission of a felony.

24           (b) A disqualification for family leave benefits is for a  
25 period of 2 years, and commences on the first day of the

1 calendar week in which the employee filed a claim for benefits  
2 under this Act. An employee who is disqualified for benefits is  
3 liable to the Department for a penalty in an amount equal to  
4 15% of the amount of benefits received by the employee.

5 Section 30. State Benefits Fund.

6 (a) The State Benefits Fund is created as a special fund in  
7 the State treasury. Subject to appropriation, moneys in the  
8 Fund may be used for the payment of family leave benefits and  
9 for the administration of this Act. All interest and other  
10 earnings that accrue from investment of moneys in the Fund  
11 shall be credited to the Fund.

12 (b) There is imposed a tax upon employees in the amount of  
13 0.3% of wages as defined in Section 235 of the Unemployment  
14 Insurance Act. The Department shall by rule provide for the  
15 collection of this tax.

16 The amount of the tax imposed under this Section, less  
17 refunds authorized by this Act, and all assessments and  
18 penalties collected under this Act shall be deposited into and  
19 credited to the Fund.

20 (c) A separate account, to be known as the Administration  
21 Account, shall be maintained in the Fund. An amount determined  
22 by the Treasurer sufficient for proper administration, not to  
23 exceed, however, 0.1% of wages as defined in this Section,  
24 shall be credited to the Administration Account. The expenses  
25 of the Treasurer in administering the Fund and its accounts

1 shall be charged against the Administration Account. The costs  
2 of administration of this Act shall be charged to the  
3 Administration Account.

4 (d) A separate account, to be known as the Family Leave  
5 Benefits Account, shall be maintained in the Fund. The account  
6 shall be charged with all benefit payments. Prior to July 1 of  
7 each calendar year, the Department shall determine the average  
8 rate of interest and other earnings on all investments of the  
9 Fund for the preceding calendar year. If there is an  
10 accumulated deficit in the Family Leave Benefits Account in  
11 excess of \$200,000 at the end of any calendar year after  
12 interest and other earnings have been credited as provided in  
13 this Section, the Director shall determine the ratio of the  
14 deficit to the total of all taxable wages paid during the  
15 preceding calendar year and shall make an assessment against  
16 all employers in an amount equal to the taxable wages paid by  
17 them during the preceding calendar year to employees,  
18 multiplied by the ratio, but in no event shall any such  
19 assessment exceed 0.1% of such wages. The amounts shall be  
20 collectible by the Department in the same manner as provided  
21 for the collection of employer contributions under the  
22 Unemployment Insurance Act. In making this assessment, the  
23 Department shall furnish to each affected employer a brief  
24 summary of the determination of the assessment. The amount of  
25 such assessments collected by the Department shall be credited  
26 to the Family Leave Benefits Account. As used in this Section,

1 "wages" means wages as provided in Section 235 of the  
2 Unemployment Insurance Act.

3 (e) A board of trustees, consisting of the State Treasurer,  
4 the Secretary of State, the Director of Labor, the Director of  
5 Employment Security, and the State Comptroller, is hereby  
6 created. The board shall invest and reinvest all moneys in the  
7 Fund in excess of its cash requirements in obligations legal  
8 for savings banks.

9 Section 35. Compensation for family leave.

10 (a) An individual's weekly benefit rate shall be two-thirds  
11 of his or her average weekly wage, subject to a maximum of 53%  
12 of the Statewide average weekly wage paid to workers by  
13 employers, as determined pursuant to Section 401 of the  
14 Unemployment Insurance Act, provided, however, that the  
15 individual's benefit rate shall be computed to the next lower  
16 multiple of \$1 if not already a multiple thereof. The amount of  
17 benefits for each day of family leave for which benefits are  
18 payable shall be one-seventh of the corresponding weekly  
19 benefit amount; provided that the total benefits for a  
20 fractional part of a week shall be computed to the next lower  
21 multiple of \$1 if not already a multiple thereof.

22 (b) With respect to any period of family leave and while an  
23 individual is an eligible employee, family benefits not in  
24 excess of the individual's maximum benefits shall be payable  
25 with respect to the first day of leave taken after the first

1 one-week period following the commencement of the period of  
2 family leave and each subsequent day of family leave during  
3 that period of family leave; and if benefits become payable on  
4 any day after the first 3 weeks in which leave is taken, then  
5 benefits shall also be payable with respect to any leave taken  
6 during the first one-week period in which leave is taken. The  
7 maximum total benefits payable to any eligible individual  
8 commencing on or after the effective date of this Act shall be  
9 6 times the individual's weekly benefit amount or one-third of  
10 his or her total wages in his or her base year, whichever is  
11 the lesser; provided that the maximum amount shall be computed  
12 in the next lower multiple of \$1 if not already a multiple  
13 thereof.

14 (c) All of the family leave benefits paid to an eligible  
15 employee during a period of family leave with respect to any  
16 one birth or adoption shall be for a single continuous period  
17 of time, except that the employer of the eligible employee may  
18 permit the eligible employee to receive the family leave  
19 benefits during non-consecutive weeks in a manner mutually  
20 agreed to by the employer and the eligible employee and  
21 disclosed to the Department by the employer.

22 (d) Nothing in this Act shall be construed to prohibit the  
23 establishment by an employer, without approval by the  
24 Department, of a supplementary plan or plans providing for the  
25 payment to employees, or to any class or classes of employees,  
26 of benefits in addition to the benefits provided by this Act or



1 to prohibit the collection or receipt of additional voluntary  
2 contributions from employees toward the cost of the additional  
3 benefits. The rights, duties, and responsibilities of all  
4 interested parties under the supplementary plans shall be  
5 unaffected by any provision of this Act.

6 Section 45. Hearings. A person aggrieved by a decision of  
7 the Department under this Act may request a hearing. The  
8 Department shall adopt rules governing hearings and the  
9 issuance of final orders under this Act in accordance with the  
10 provisions of the Illinois Administrative Procedure Act. All  
11 final administrative decisions of the Department under this Act  
12 are subject to judicial review under the Administrative Review  
13 Law.

14 Section 50. Prohibited acts. No employer, temporary  
15 employment agency, employment agency, employee organization,  
16 or other person shall discharge, expel, or otherwise  
17 discriminate against a person because the person has filed or  
18 communicated to the employer an intent to file a claim, a  
19 complaint, or an appeal or has testified or is about to testify  
20 or has assisted in any proceeding, under this Act, at any time.

21 Section 55. Penalties.

22 (a) A person who makes a false statement or representation,  
23 knowing it to be false, or knowingly fails to disclose a

1 material fact to obtain or increase any family leave benefit  
2 during a period of family leave, either for himself or herself  
3 or for any other person, shall be liable for a civil penalty of  
4 \$250 to be paid to the Department. Each such false statement or  
5 representation or failure to disclose a material fact shall  
6 constitute a separate offense. Upon refusal to pay such civil  
7 penalty, the civil penalty shall be recovered in a civil action  
8 by the Attorney General on behalf the Department in the name of  
9 the State of Illinois. If, in any case in which liability for  
10 the payment of a civil penalty has been determined, any person  
11 who has received any benefits under this Act by reason of the  
12 making of such false statements or representations or failure  
13 to disclose a material fact shall not be entitled to any  
14 benefits under this Act for any leave occurring prior to the  
15 time he or she has discharged his or her liability to pay the  
16 civil penalty.

17 (b) A person who willfully violates any provision of this  
18 Act or any rule adopted under this Act for which a civil  
19 penalty is neither prescribed in this Act nor provided by any  
20 other applicable law shall be subject to a civil penalty of  
21 \$500 to be paid to the Department. Upon the refusal to pay such  
22 civil penalty, the civil penalty shall be recovered in a civil  
23 action by the Attorney General on behalf of the Department in  
24 the name of the State of Illinois.

25 (c) A person, employing unit, employer, or entity violating  
26 any provision of this Section with intent to defraud the

1 Department is guilty of a Class C misdemeanor. The fine upon  
2 conviction shall be payable to the Fund. Any penalties imposed  
3 by this subsection shall be in addition to those otherwise  
4 prescribed in this Section.

5 Section 70. Leave and employment protection.

6 (a) During a period in which an employee receives family  
7 leave benefits or earns waiting period credits under this Act,  
8 the employee is entitled to family leave and, at the  
9 established ending date of leave, to be restored to a position  
10 of employment with the employer from whom leave was taken as  
11 provided under subsection (b).

12 (b) Except as provided in subsection (f), an employee who  
13 receives family leave benefits under this Act for the intended  
14 purpose of the family leave is entitled, on return from the  
15 leave:

16 (1) to be restored by the employer to the position of  
17 employment held by the employee when the family leave  
18 commenced; or

19 (2) to be restored to an equivalent position with  
20 equivalent employment benefits, pay, and other terms and  
21 conditions of employment at a workplace within 20 miles of  
22 the employee's workplace when the family leave commenced.

23 (c) The taking of family leave under this Act may not  
24 result in the loss of any employment benefits accrued before  
25 the date on which the family leave commenced.

1 (d) Nothing in this Section entitles a restored employee  
2 to:

3 (1) the accrual of any seniority or employment benefits  
4 during any period of family leave; or

5 (2) any right, benefit, or position of employment other  
6 than any right, benefit, or position to which the employee  
7 would have been entitled to had the employee not taken the  
8 family leave.

9 (e) Nothing in this Section prohibits an employer from  
10 requiring an employee on family leave to report periodically to  
11 the employer on the status and intention of the employee to  
12 return to work.

13 (f) An employer may deny restoration under subsection (b)  
14 to a salaried employee who is among the highest paid 10% of the  
15 employees employed by the employer within 75 miles of the  
16 facility at which the employee is employed if:

17 (1) denial is necessary to prevent substantial and  
18 grievous economic injury to the operations of the employer;

19 (2) the employer notifies the employee of the intent of  
20 the employer to deny restoration on such basis at the time  
21 the employer determines that the injury would occur; and

22 (3) the family leave has commenced and the employee  
23 elects not to return to employment after receiving the  
24 notice.

25 (g) This Section applies to an employee only if:

26 (1) the employer from whom the employee takes family

1 leave employs more than 50 employees; and

2 (2) the employee has been employed for at least 12  
3 months by that employer, and for at least 1,250 hours of  
4 service with that employer during the previous 12-month  
5 period.

6 Section 75. Notice to employer.

7 (a) If the necessity for family leave for the birth or  
8 placement of a child is foreseeable based on an expected birth  
9 or placement, the employee shall provide the employer with not  
10 less than 30 days' notice, before the date the leave is to  
11 begin, of the employee's intention to take leave for the birth  
12 or placement of a child, except that if the date of the birth  
13 or placement requires leave to begin in less than 30 days, the  
14 employee shall provide such notice as is practicable.

15 (b) If the necessity for family leave for a family member's  
16 serious health condition is foreseeable based on planned  
17 medical treatment, the employee:

18 (1) must make a reasonable effort to schedule the  
19 treatment so as not to disrupt unduly the operations of the  
20 employer; and

21 (2) must provide the employer with not less than 30  
22 days' notice, before the date the leave is to begin, of the  
23 employee's intention to take leave for a family member's  
24 serious health condition, except that if the date of the  
25 treatment requires leave to begin in less than 30 days, the

1           employee must provide such notice as is practicable.

2           Section 80. Employment by same employer. If spouses who are  
3 entitled to leave under this Act are employed by the same  
4 employer, the employer may require that spouses not take such  
5 leave concurrently.

6           Section 85. Coordination of leave.

7           (a) Family leave taken under this Act must be taken  
8 concurrently with any leave taken under the federal Family and  
9 Medical Leave Act of 1993.

10          (b) An employer may require that family leave taken under  
11 this Act be taken concurrently or otherwise coordinated with  
12 leave allowed under the terms of a collective bargaining  
13 agreement or employer policy, as applicable, for the birth or  
14 placement of a child. The employer must give his or her  
15 employees written notice of this requirement.

16          Section 90. Rules. The Department may adopt any rules  
17 necessary to implement the provisions of this Act. In adopting  
18 rules, the Department shall maintain consistency with the  
19 regulations adopted to implement the federal Family and Medical  
20 Leave Act of 1993 to the extent such regulations are not in  
21 conflict with this Act.

22          Section 100. Authority to contract. The Department may

1 contract or enter into interagency agreements with other State  
2 agencies for the initial administration of the Family Leave  
3 Program.

4 Section 175. Severability. The provisions of this Act are  
5 severable under Section 1.31 of the Statute on Statutes.

6 Section 900. The State Finance Act is amended by adding  
7 Section 5.875 as follows:

8 (30 ILCS 105/5.875 new)

9 Sec. 5.875. The State Benefits Fund.

10 Section 999. Effective date. This Act takes effect upon  
11 becoming law."