



Rep. Will Guzzardi

Filed: 3/23/2015

09900HB3554ham001

LRB099 10266 JLS 33139 a

1 AMENDMENT TO HOUSE BILL 3554

2 AMENDMENT NO. _____. Amend House Bill 3554 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Illinois Wage Payment and Collection Act is
5 amended by adding Section 3.5 as follows:

6 (820 ILCS 115/3.5 new)

7 Sec. 3.5. Work schedule requests.

8 (a) An employee may apply to his or her employer to request
9 a change in the terms and conditions of employment as they
10 relate to:

11 (1) the number of hours the employee is required to
12 work or be on call for work;

13 (2) the times when the employee is required to work or
14 be on call for work;

15 (3) the location where the employee is required to
16 work;

1 (4) the amount of notification the employee receives of
2 work schedule assignments; and

3 (5) minimizing fluctuations in the number of hours the
4 employee is scheduled to work on a daily, weekly, or
5 monthly basis.

6 (b) An employer has an obligation to engage in an
7 interactive process regarding work schedules. If an employee
8 applies to his or her employer to request a change in the terms
9 and conditions of employment as authorized in subsection (a),
10 the employer shall engage in a timely, good faith interactive
11 process with the employee that includes a discussion of
12 potential schedule changes that would meet the employee's
13 needs.

14 (c) The process shall result in:

15 (1) either granting or denying the request;

16 (2) in the event of a denial, considering alternatives
17 to the proposed change that might meet the employee's needs
18 and granting or denying a request for an alternative change
19 in the terms and conditions of employment as set forth in
20 subsection (a); and

21 (3) in the event of a denial, stating the reason for
22 denial.

23 (d) If information provided by the employee making a
24 request for a change requires clarification, the employer shall
25 explain what further information is needed and give the
26 employee reasonable time to produce the information."