



## 99TH GENERAL ASSEMBLY

### State of Illinois

2015 and 2016

HB4504

by Rep. Grant Wehrli

#### SYNOPSIS AS INTRODUCED:

820 ILCS 105/4b new

Amends the Minimum Wage Law. Provides that: an employer may impose a disciplinary suspension without pay upon certain employees who are exempt from certain overtime pay requirements of the Law; a deduction from the pay of an exempt employee may be made for suspensions of one or more full days imposed in good faith for infractions of workplace conduct rules; the suspension must be imposed pursuant to a written policy applicable to all employees; and an employer, in imposing such a suspension, may deduct from the employee's salary the hourly or daily equivalent of the employee's full salary or any other amount proportional to the time actually missed by the employee.

LRB099 16350 JLS 40682 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 5. The Minimum Wage Law is amended by adding  
5 Section 4b as follows:

6 (820 ILCS 105/4b new)

7 Sec. 4b. Suspension of employees; discipline. An employer  
8 may impose a disciplinary suspension without pay upon an  
9 employee described in paragraphs D and E of subsection (2) of  
10 Section 4a. A deduction from the pay of an exempt employee may  
11 be made for suspensions of one or more full days imposed in  
12 good faith for infractions of workplace conduct rules. The  
13 suspension must be imposed pursuant to a written policy  
14 applicable to all employees. In imposing an unpaid suspension  
15 upon an employee pursuant to this Section, an employer may  
16 deduct from the employee's salary the hourly or daily  
17 equivalent of the employee's full salary or any other amount  
18 proportional to the time actually missed by the employee.