



Rep. Joe Sosnowski

**Filed: 4/5/2016**

09900HB4509ham001

LRB099 14584 KTG 47006 a

1 AMENDMENT TO HOUSE BILL 4509

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 4509 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 changing Section 5 as follows:

6 (820 ILCS 115/5) (from Ch. 48, par. 39m-5)

7 Sec. 5. Every employer shall pay the final compensation of  
8 separated employees in full, at the time of separation, if  
9 possible, but in no case later than the next regularly  
10 scheduled payday for such employee. Where such employee  
11 requests in writing that his final compensation be paid by  
12 check and mailed to him, the employer shall comply with this  
13 request.

14 Unless otherwise provided in a collective bargaining  
15 agreement, whenever a contract of employment or employment  
16 policy provides for paid vacations, and an employee resigns or

1 is terminated without having taken all vacation time earned in  
2 accordance with such contract of employment or employment  
3 policy, the monetary equivalent of all earned vacation shall be  
4 paid to him or her as part of his or her final compensation at  
5 his or her final rate of pay and no employment contract or  
6 employment policy shall provide for forfeiture of earned  
7 vacation time upon separation. If the employee is terminating  
8 employment with any unit of local government or school  
9 district, such payment shall be made to him or her at least 90  
10 days, but not more than 120 days, after termination of  
11 employment, unless otherwise provided in a collective  
12 bargaining agreement.  
13 (Source: P.A. 83-199.)".