

AN ACT concerning employment.

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

Section 5. The Employee Sick Leave Act is amended by changing Section 21 as follows:

(820 ILCS 191/21)

Sec. 21. Employments exempted from coverage.

(a) This Act does not apply to an employer or employee as defined in either the federal Railroad Unemployment Insurance Act (45 U.S.C. 351 et seq.) or the Federal Employers' Liability Act, United States Code, Title 45, Sections 51 through 60, or other comparable federal law.

(b) Nothing in this Act shall be construed to invalidate, diminish, or otherwise interfere with any collective bargaining agreement nor shall it be construed to invalidate, diminish, or otherwise interfere with any party's power to collectively bargain such an agreement. The rights afforded under this Act serve as the minimum standard in a negotiated collective bargaining agreement.

(c) This Act does not apply to any other employment expressly exempted under rules adopted by the Department as necessary to implement this Act in accordance with applicable State and federal law.

Public Act 102-0817

SB0645 Enrolled

LRB102 15689 JLS 21053 b

(Source: P.A. 102-678, eff. 12-10-21.)