



99TH GENERAL ASSEMBLY

State of Illinois

2015 and 2016

HB3288

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 an employee who is 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 10166 JLS 30389 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 who is exempt from the requirements of Section 4a. A
10 deduction from the pay of an exempt employee may be made for
11 suspensions of one or more full days imposed in good faith for
12 infractions of workplace conduct rules. The suspension must be
13 imposed pursuant to a written policy applicable to all
14 employees. In imposing an unpaid suspension upon an employee
15 exempt from the requirements of Section 4a, 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.