



Rep. Barbara Flynn Currie

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LRB099 12727 JLS 49114 a

1 AMENDMENT TO SENATE BILL 3163

2 AMENDMENT NO. _____. Amend Senate Bill 3163 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the
5 Illinois Freedom to Work Act.

6 Section 5. Definitions. In this Act:

7 "Covenant not to compete" means an agreement:

8 (1) between an employer and a low-wage employee that
9 restricts such low-wage employee from performing:

10 (A) any work for another employer for a specified
11 period of time;

12 (B) any work in a specified geographical area; or

13 (C) work for another employer that is similar to
14 such low-wage employee's work for the employer
15 included as a party to the agreement; and

16 (2) that is entered into after the effective date of

1 this Act.

2 "Employer" has the meaning given to such term in subsection
3 (c) of Section 3 of the Minimum Wage Law. "Employer" does not
4 include governmental or quasi-governmental bodies.

5 "Low-wage employee" means an employee who earns the greater
6 of (1) the hourly rate equal to the minimum wage required by
7 the applicable federal, State, or local minimum wage law or (2)
8 \$13.00 per hour.

9 Section 10. Prohibiting covenants not to compete for
10 low-wage employees.

11 (a) No employer shall enter into a covenant not to compete
12 with any low-wage employee of the employer.

13 (b) A covenant not to compete entered into between an
14 employer and a low-wage employee is illegal and void."