

104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB1278

Introduced 1/28/2025, by Rep. Daniel Didech

SYNOPSIS AS INTRODUCED:

820 ILCS 180/33 new

Amends the Victims' Economic Security and Safety Act. Provides that every employer covered under the Act shall permit an employee or an employee's family or household member who is a victim or alleged victim of domestic violence, sexual violence, gender violence, or any other crime of violence to utilize for personal use an employer-provided electronic device to document or communicate an act of domestic violence, sexual violence, gender violence, or any other crime of violence committed against the employee or the employee's family or household member. Requires employers to grant an employee who is a victim or alleged victim of domestic violence, sexual violence, gender violence, or any other crime of violence or an employee who has a family or household member who is a victim or alleged victim of domestic violence, sexual violence, gender violence, or any other crime of violence access to any photographs, voice or video recordings, sound recordings, or any other digital documents or communications stored on an employer-provided electronic device issued to the employee whenever such photographs, voice or video recordings, sound recordings, or other digital documents or communications are needed by the employee or the employee's family or household member during a criminal action or proceeding to establish or support an allegation of domestic violence, sexual violence, gender violence, or any other crime of violence. Provides that, if an employee is seriously injured or incapacitated, the employer shall grant access to the described materials to a family or household member of the employee who requests access from the employer and whose interests are not adverse to the employee as it relates to the domestic violence, sexual violence, gender violence, or other crime of violence. Provides that every employer covered by the Act shall post and keep posted, in conspicuous places where employees are employed, a notice, to be prepared or approved by the Director of Labor, explaining these provisions. Effective immediately.

LRB104 03137 SPS 13158 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 Victims' Economic Security and Safety Act
5 is amended by adding Section 33 as follows:

6 (820 ILCS 180/33 new)

7 Sec. 33. Employees' personal use of employer-provided
8 electronic devices.

9 (a) Every employer covered under this Act shall permit an
10 employee or an employee's family or household member who is a
11 victim or alleged victim of domestic violence, sexual
12 violence, gender violence, or any other crime of violence to
13 utilize for personal use an employer-provided electronic
14 device to document or communicate an act of domestic violence,
15 sexual violence, gender violence, or any other crime of
16 violence committed against the employee or the employee's
17 family or household member.

18 (b) Every employer shall grant an employee who is a victim
19 or alleged victim of domestic violence, sexual violence,
20 gender violence, or any other crime of violence or an employee
21 who has a family or household member who is a victim or alleged
22 victim or domestic violence, sexual violence, gender violence,
23 or any other crime of violence access to any photographs,

1 voice or video recordings, sound recordings, or any other
2 digital documents or communications stored on an
3 employer-provided electronic device issued to the employee
4 whenever such photographs, voice or video recordings, sound
5 recordings, or other digital documents or communications are
6 needed by the employee or the employee's family or household
7 member during a criminal action or proceeding to establish or
8 support an allegation of domestic violence, sexual violence,
9 gender violence, or any other crime of violence. If an
10 employee is seriously injured or incapacitated, the employer
11 shall grant access to the materials described in this
12 subsection to a family or household member of the employee who
13 requests access from the employer and whose interests are not
14 adverse to the employee as it relates to the domestic
15 violence, sexual violence, gender violence, or other crime of
16 violence.

17 (c) Every employer covered by this Act shall post and keep
18 posted on its premises, in conspicuous places where employees
19 are employed, a notice, to be prepared or approved by the
20 Director of Labor, explaining the provisions of this Section.
21 The notice must be posted prominently in a place where it can
22 be readily seen by employees and applicants for employment.
23 The notice must be large enough to be easily read and contain
24 fully legible text. Electronic posting is sufficient to meet
25 this posting requirement if it otherwise meets the
26 requirements of this Section.

1 Section 99. Effective date. This Act takes effect upon
2 becoming law.