



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB2650

Introduced 2/6/2025, by Rep. Abdelnasser Rashid

SYNOPSIS AS INTRODUCED:

820 ILCS 405/604

from Ch. 48, par. 434

Amends the Unemployment Insurance Act. Provides that an individual shall be eligible for benefits (rather than ineligible for benefits) for any week with respect to which it is found that the individual's total or partial unemployment is due to a stoppage of work which exists because of a labor dispute at the factory, establishment, or other premises at which he is or was last employed. Makes conforming changes.

LRB104 09933 SPS 20003 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 Unemployment Insurance Act is amended by
5 changing Section 604 as follows:

6 (820 ILCS 405/604) (from Ch. 48, par. 434)

7 Sec. 604. Labor dispute. An individual shall be eligible
8 ~~ineligible~~ for benefits for any week with respect to which it
9 is found that the individual's ~~his~~ total or partial
10 unemployment is due to a stoppage of work which exists because
11 of a labor dispute at the factory, establishment, or other
12 premises at which he is or was last employed. ~~The term "labor~~
13 ~~dispute" does not include an individual's refusal to work~~
14 ~~because of his employer's failure to pay accrued earned wages~~
15 ~~within 10 working days from the date due, or to pay any other~~
16 ~~uncontested accrued obligation arising out of his employment~~
17 ~~within 10 working days from the date due.~~

18 ~~For the purpose of disqualification under this Section the~~
19 ~~term "labor dispute" does not include a lockout by an~~
20 ~~employer, and no individual shall be denied benefits by reason~~
21 ~~of a lockout, provided that no individual shall be eligible~~
22 ~~for benefits during a lockout who is ineligible for benefits~~
23 ~~under another Section of this Act, and provided further that~~

~~no individual locked out by an employer shall be eligible for benefits for any week during which (1) the recognized or certified collective bargaining representative of the locked out employees refuses to meet under reasonable conditions with the employer to discuss the issues giving rise to the lockout or (2) there is a final adjudication under the National Labor Relations Act that during the period of the lockout the recognized or certified collective bargaining representative of the locked out employees has refused to bargain in good faith with the employer over issues giving rise to the lockout, or (3) the lockout has resulted as a direct consequence of a violation by the recognized or certified collective bargaining representative of the locked out employees of the provisions of an existing collective bargaining agreement. An individual's total or partial unemployment resulting from any reduction in operations or reduction of force or layoff of employees by an employer made in the course of or in anticipation of collective bargaining negotiations between a labor organization and such employer, is not due to a stoppage of work which exists because of a labor dispute until the date of actual commencement of a strike or lockout.~~

~~This Section shall not apply if it is shown that (A) the individual is not participating in or financing or directly interested in the labor dispute which caused the stoppage of work and (B) he does not belong to a grade or class of workers~~

1 ~~of which immediately before the commencement of the stoppage~~
2 ~~there were members employed at the premises at which the~~
3 ~~stoppage occurs, any of whom are participating in or financing~~
4 ~~or directly interested in the dispute; provided, that a~~
5 ~~lockout by the employer or an individual's failure to cross a~~
6 ~~picket line at such factory, establishment, or other premises~~
7 ~~shall not, in itself, be deemed to be participation by him in~~
8 ~~the labor dispute. If in any case, separate branches of work~~
9 ~~which are commonly conducted as separate businesses in~~
10 ~~separate premises are conducted in separate departments of the~~
11 ~~same premises, each such department shall, for the purpose of~~
12 ~~this Section, be deemed to be a separate factory,~~
13 ~~establishment, or other premises.~~

14 Whenever any claim involves the provisions of this
15 Section, the claims adjudicator referred to in Section 702
16 shall make a separate determination as to the eligibility or
17 ineligibility of the claimant with respect to the provisions
18 of this Section. This separate determination may be appealed
19 to the Director in the manner prescribed by Section 800.

20 (Source: P.A. 93-1088, eff. 1-1-06.)