

HB4844



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4844

by Rep. Jay Hoffman

SYNOPSIS AS INTRODUCED:

705 ILCS 305/4.1	from Ch. 78, par. 4.1
705 ILCS 310/10.1	from Ch. 78, par. 33.1

Amends the Jury Act and the Jury Commission Act. Requires employers to compensate employees at the employee's regular rate of pay for time that the employee served on jury duty.

LRB104 17822 JRC 31256 b

A BILL FOR

1 AN ACT concerning courts.

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

4 Section 5. The Jury Act is amended by changing Section 4.1
5 as follows:

6 (705 ILCS 305/4.1) (from Ch. 78, par. 4.1)

7 Sec. 4.1. Jury duty; notice to employer; right to time
8 off.

9 (a) Any person who is not legally disqualified to serve on
10 juries, and has been duly summoned for jury duty for either
11 petit or grand jury service, shall be given time off from
12 employment to serve upon the jury for which such employee is
13 summoned, regardless of the employment shift such employee is
14 assigned to at the time of service of such summons. An employee
15 shall give his employer reasonable notice of required jury
16 service. An employer may not deny an employee time off for jury
17 duty because such employee is then assigned to work a night
18 shift of employment, that is, an employer cannot require a
19 night shift worker to work while such employee is doing jury
20 duty in the daytime.

21 (b) No employer shall discharge, threaten to discharge,
22 intimidate or coerce any employee by reason of the employee's
23 jury service, or the attendance or scheduled attendance in

1 connection with such service, in any court of this State.

2 (c) If an employee gives reasonable notice of required
3 jury service, any employer who violates the provisions of this
4 Section:

5 (1) may be charged with contempt of court. In such an
6 event, the State's Attorney shall file a petition for
7 civil contempt, criminal contempt, or both, against the
8 employer to be prosecuted by the State's Attorney; and

9 (2) shall be liable for damages for any loss of wages
10 or other benefits suffered by an employee by reason of the
11 violation; and

12 (3) may be enjoined from further violations of this
13 Section and ordered to reinstate any employee discharged
14 by reason of jury service.

15 As used in this Section, "reasonable notice of required
16 jury service" means that the employee summoned for jury duty
17 must deliver to the employer a copy of the summons within 10
18 days of the date of issuance of the summons to the employee.

19 (d) Any individual who is reinstated to a position of
20 employment in accordance with this Section shall be considered
21 as having been on furlough or leave of absence during his
22 period of jury service, shall be reinstated to his position of
23 employment without loss of seniority, and shall be entitled to
24 participate in insurance or other benefits offered by the
25 employer under established rules and practices relating to
26 employees on furlough or leave of absence in effect with the

1 employer at the time the individual entered upon jury service.

2 (e) In any action or proceeding under this Section, the
3 court may award a prevailing employee who brings the action by
4 retained counsel a reasonable attorney's fee.

5 (f) Any right or remedy provided in this Section is in
6 addition to any right or remedy otherwise provided by law to an
7 employee.

8 (g) Employers shall be required to compensate an employee
9 at their regular rate of pay for time serving on jury duty ~~No~~
10 ~~employer shall be obligated to compensate an employee for time~~
11 ~~taken off for jury duty.~~

12 (h) The official responsible for issuing the summons may
13 advise the juror of his rights under this Act by printed insert
14 with the summons or on the summons itself.

15 (Source: P.A. 86-1395; 87-616.)

16 Section 10. The Jury Commission Act is amended by changing
17 Section 10.1 as follows:

18 (705 ILCS 310/10.1) (from Ch. 78, par. 33.1)

19 Sec. 10.1. Jury duty, notice to employer, right to time
20 off. (a) Any person who is not legally disqualified to serve on
21 juries, and has been duly summoned for jury duty for either
22 petit or grand jury service, shall be given time off from
23 employment to serve upon the jury for which such employee is
24 summoned, regardless of the employment shift such employee is

1 assigned to at the time of service of such summons. An employee
2 shall give his employer reasonable notice of required jury
3 service. An employer may not deny an employee time off for jury
4 duty because such employee is then assigned to work a night
5 shift of employment, that is, an employer cannot require a
6 night shift worker to work while such employee is doing jury
7 duty in the daytime.

8 (b) No employer shall discharge, threaten to discharge,
9 intimidate or coerce any employee by reason of the employee's
10 jury service, or the attendance or scheduled attendance in
11 connection with such service, in any court of this State.

12 (c) If an employee gives reasonable notice of required
13 jury service, any employer who violates the provisions of this
14 Section:

15 (1) may be charged with contempt of court. In such an
16 event, the State's Attorney shall file a petition for
17 civil contempt, criminal contempt, or both, against the
18 employer to be prosecuted by the State's Attorney; and

19 (2) shall be liable for damages for any loss of wages
20 or other benefits suffered by an employee by reason of the
21 violation; and

22 (3) may be enjoined from further violations of this
23 Section and ordered to reinstate any employee discharged
24 by reason of jury service.

25 As used in this Section, "reasonable notice of required
26 jury service" means that the employee summoned for jury duty

1 must deliver to the employer a copy of the summons within 10
2 days of the date of issuance of the summons to the employee.

3 (d) Any individual who is reinstated to a position of
4 employment in accordance with this Section shall be considered
5 as having been on furlough or leave of absence during his
6 period of jury service, shall be reinstated to his position of
7 employment without loss of seniority, and shall be entitled to
8 participate in insurance or other benefits offered by the
9 employer under established rules and practices relating to
10 employees on furlough or leave of absence in effect with the
11 employer at the time the individual entered upon jury service.

12 (e) In any action or proceeding under this Section, the
13 court may award a prevailing employee who brings the action by
14 retained counsel a reasonable attorney's fee.

15 (f) Any right or remedy provided in this Section is in
16 addition to any right or remedy otherwise provided by law to an
17 employee.

18 (g) Employers are required to compensate employees at the
19 employee's regular rate of pay for time that the employee
20 served on jury duty ~~No employer shall be obligated to~~
21 ~~compensate an employee for time taken off for jury duty.~~

22 (h) The official responsible for issuing the summons may
23 advise the juror of his rights under this Act by printed insert
24 with the summons or on the summons itself.

25 (Source: P.A. 86-1395; 87-616.)