



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB1812

Introduced 2/5/2025, by Sen. Ram Villivalam

SYNOPSIS AS INTRODUCED:

5 ILCS 315/11.5 new

Amends the Illinois Public Labor Relations Act. Provides that the Illinois Labor Relations Board or the relevant panel having jurisdiction may order make-whole relief, including, but not limited to, consequential damages and front pay for injuries suffered by employees or a labor organization as a result of an unfair labor practice. Provides that, in determining appropriate relief for a violation of provisions concerning refusal to bargain in good faith with a labor organization that is serious enough to have frustrated the purposes of the Act and that may have undermined or significantly impacted the collective bargaining process, the Board shall take into consideration factors that normally determine the outcome of collective bargaining when such bargaining has been conducted in good faith. Provides that employers who commit unfair labor practices under certain provisions in the Act shall also be subject to damages in an amount equal to any monetary make-whole relief ordered by the Board unless the employer can show it acted in good faith and had reasonable grounds to believe it was acting in compliance with this Act.

LRB104 11978 BDA 22072 b

1 AN ACT concerning government.

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

4 Section 5. The Illinois Public Labor Relations Act is
5 amended by adding Section 11.5 as follows:

6 (5 ILCS 315/11.5 new)

7 Sec. 11.5. Make-whole relief.

8 (a) The Board may order make-whole relief, including, but
9 not limited to, consequential damages and front pay for
10 injuries suffered by employees or a labor organization as a
11 result of an unfair labor practice. In determining appropriate
12 relief for a violation of paragraph (4) of subsection (a) of
13 Section 10 that is serious enough to have frustrated the
14 purposes of the Act and that may have undermined or
15 significantly impacted the collective bargaining process, the
16 Board shall take into consideration factors that normally
17 determine the outcome of collective bargaining when such
18 bargaining has been conducted in good faith.

19 (b) Violators of subsection (a) of Section 10 shall also
20 be subject to liquidated damages under this Section in an
21 amount equal to any monetary make-whole relief ordered by the
22 Board unless the employer can show it acted in good faith and
23 had reasonable grounds to believe it was acting in compliance

1 with this Act.