**Section 200.260 Collective Bargaining Agreements**

a) Employees covered under a bona fide collective bargaining agreement may negotiate minimum standards of paid leave meeting or exceeding what is required by the Act.

b) *No term or provision of an existing bona fide collective bargaining agreement, in effect on January 1, 2024, shall be affected by the Act*. [820 ILCS 192/15] Employers and employees who are parties to such an agreement shall not be subject to this Act until the expiration of that agreement.

c) For a bona fide collective bargaining agreement that takes effect on or after January 1, 2024, *covered employees may waive the requirements of the Act only if the language of the waiver is clear, unambiguous, and explicitly waives the requirements of the Act*. [820 ILCS 192/15] In the absence of a clear, unambiguous, and explicit waiver in a collective bargaining agreement taking effect after January 1, 2024, the employer shall be subject to the Act and this Part.

d) The provisions of this Act do not apply to:

1) an *employee who works in the construction industry and is covered by a bona fide collective bargaining agreement,* regardless of whether that collective bargaining agreement is in effect before or after January 1, 2024; [820 ILCS 192/20] or

2) *an employee who works for an employer that provides services nationally and internationally of delivery, pickup, and transportation of parcels, documents, and freights and is covered by a bona fide collective bargaining agreement,* regardless of whether that collective bargaining agreement is in effect before or after January 1, 2024. [820 ILCS 192/15]

e) If an employee works for a State Agency and is covered by a bona fide collective bargaining agreement in effect on July 1, 2024, then *nothing in the Act shall affect the validity or change the terms of the agreement applying to the employee. Employees covered under a bona fide collective bargaining agreement with a State Agency may only waive the requirements of the Act in such agreement under the following conditions:*

* 1. *If the language of the waiver is clear, unambiguous, and explicitly waives the requirements of the Act; and*
  2. *The collective bargaining agreement is in effect after January 1, 2024.* [820 ILCS 192/15]