

HB0171



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB0171

by Rep. Camille Y. Lilly

SYNOPSIS AS INTRODUCED:

820 ILCS 180/40

Amends the Victims' Economic Security and Safety Act. Provides that the notice to employees under the Act must include language encouraging employees to report to the employer the possibility of a domestic or intimate partner committing an act of violence at the workplace and be distributed to all employees on an annual basis.

LRB101 04715 TAE 49724 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

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 is
5 amended by changing Section 40 as follows:

6 (820 ILCS 180/40)

7 Sec. 40. Notification.

8 (a) Every employer covered by this Act shall post and keep
9 posted, in conspicuous places on the premises of the employer
10 where notices to employees are customarily posted, a notice, to
11 be prepared or approved by the Director of Labor, summarizing
12 the requirements of this Act and information pertaining to the
13 filing of a charge. The Director shall furnish copies of
14 summaries and rules to employers upon request without charge.
15 Any employer that fails to post the required notice may not
16 rely on the provisions in subsection (b) of Section 20 to claim
17 that the employee failed to inform the employer that she or he
18 wanted or was eligible for leave under this Act.

19 (b) In addition to the requirements of subsection (a), the
20 notice must contain the following language:

21 "This company and State law encourages employees who think
22 they might be at risk of a domestic or intimate partner coming
23 to the workplace to commit an act of violence to share

1 information with a supervisor, security personnel, human
2 resources personnel, or other company representative about the
3 potential risk, as State law requires the company to make all
4 reasonable accommodations to protect the reporting employee
5 and all employees from the risk of violence. State law protects
6 all employees from any sort of discrimination or retaliation
7 for informing the company about the potential risk of a
8 domestic or intimate partner coming to the workplace, including
9 firing or demotion."

10 The notice required under this subsection must also be
11 distributed to all employees on an annual basis.

12 (Source: P.A. 96-635, eff. 8-24-09.)