

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 School Visitation Rights Act is amended by  
5 changing Sections 15 and 35 as follows:

6 (820 ILCS 147/15)

7 Sec. 15. School conference and activity leave.

8 (a) An employer must grant an employee leave of up to a  
9 total of 8 hours during any school year, and no more than 4  
10 hours of which may be taken on any given day, to attend school  
11 conferences, behavioral meetings, or academic meetings  
12 ~~classroom activities~~ related to the employee's child if the  
13 conference or meeting ~~classroom activities~~ cannot be scheduled  
14 during nonwork hours; however, no leave may be taken by an  
15 employee of an employer that is subject to this Act unless the  
16 employee has exhausted all accrued vacation leave, personal  
17 leave, compensatory leave and any other leave that may be  
18 granted to the employee except sick leave and disability leave.  
19 Before arranging attendance at the conference or activity, the  
20 employee shall provide the employer with a written request for  
21 leave at least 7 days in advance of the time the employee is  
22 required to utilize the visitation right. In emergency  
23 situations, no more than 24 hours' ~~hours~~ notice shall be

1 required. The employee must consult with the employer to  
2 schedule the leave so as not to disrupt unduly the operations  
3 of the employer.

4 (b) Nothing in this Act requires that the leave be paid.

5 (c) For regularly scheduled, nonemergency visitations,  
6 schools shall make time available for visitation during both  
7 regular school hours and evening hours.

8 (Source: P.A. 87-1240.)

9 (820 ILCS 147/35)

10 Sec. 35. Employee rights.

11 (a) No employee shall lose any employee benefits, except as  
12 provided for in Section 20 of this Act, for exercising his or  
13 her rights under this Act. Nothing in this Act shall be  
14 construed to affect an employer's obligation to comply with any  
15 collective bargaining agreement or employee benefit plan.  
16 Nothing in this Act shall prevent an employer from providing  
17 school visitation rights in excess of the requirements of this  
18 Act. The rights afforded by this Act shall not be diminished by  
19 any collective bargaining act or by any employee benefit plan.

20 (b) An employer may not terminate an employee for an  
21 absence from work if the absence is due solely to the  
22 employee's attendance at a school conference, behavioral  
23 meeting, or academic meeting, as provided in Section 15.

24 (Source: P.A. 87-1240.)

25 Section 99. Effective date. This Act takes effect August 1,

1 2020.