



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB5168

by Rep. Jonathan Pizer

SYNOPSIS AS INTRODUCED:

New Act

Creates the Paid Family Leave Act. Requires a private employer to provide 4 weeks of paid leave to an employee who takes leave: (1) because of the birth of a child of the employee and to care for the child or (2) to care for a newly adopted child under 18 years of age, a newly placed foster child under 18 years of age or a newly adopted or newly placed foster child older than 18 years of age if the child is incapable of self-care because of a mental or physical disability. Provides that paid family leave shall be provided irrespective of the employer's leave policies and shall be provided to an employee who has been employed by the employer for at least one year. Permits employees to voluntarily waive paid family leave. Provides that the Department of Labor may adopt any rules necessary to implement the Act.

LRB101 17422 JLS 66831 b

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 1. Short title. This Act may be cited as the Paid
5 Family Leave Act.

6 Section 5. Paid family leave. A private employer shall
7 provide 4 weeks of paid family leave to an employee who takes
8 leave:

9 (1) because of the birth of a child of the employee and
10 in order to care for the child; or

11 (2) to care for a newly adopted child under 18 years of
12 age or a newly placed foster child under 18 years of age or
13 a newly adopted or newly placed foster child older than 18
14 years of age if the child is incapable of self-care because
15 of a mental or physical disability.

16 Section 10. Limitations. Paid family leave under this Act
17 shall:

18 (1) be provided irrespective of the employer's leave
19 policies; and

20 (2) be provided to an employee who has been employed by
21 the employer for at least one year.

1 Section 15. Waiver. An employee may voluntarily waive the
2 paid family leave required by this Act by:

3 (1) returning to work before the 4 weeks have elapsed;

4 or

5 (2) declining, in writing, to accept the paid family
6 leave.

7 Section 20. Rules. The Department of Labor may adopt any
8 rules necessary to implement this Act.