

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 Employee Sick Leave Act is amended by  
5 changing Section 21 as follows:

6 (820 ILCS 191/21)

7 Sec. 21. Employments exempted from coverage.

8 (a) This Act does not apply to an employer or employee as  
9 defined in either the federal Railroad Unemployment Insurance  
10 Act (45 U.S.C. 351 et seq.) or the Federal Employers'  
11 Liability Act, United States Code, Title 45, Sections 51  
12 through 60, or other comparable federal law.

13 (b) Nothing in this Act shall be construed to invalidate,  
14 diminish, or otherwise interfere with any collective  
15 bargaining agreement nor shall it be construed to invalidate,  
16 diminish, or otherwise interfere with any party's power to  
17 collectively bargain such an agreement. The rights afforded  
18 under this Act serve as the minimum standard in a negotiated  
19 collective bargaining agreement.

20 (c) This Act does not apply to any other employment  
21 expressly exempted under rules adopted by the Department as  
22 necessary to implement this Act in accordance with applicable  
23 State and federal law.

1 (Source: P.A. 102-678, eff. 12-10-21.)