



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB3908

Introduced 2/17/2023, by Rep. Katie Stuart

SYNOPSIS AS INTRODUCED:

New Act

Creates the Firefighter Paid Family Leave Act. Provides that a firefighter shall receive 6 weeks of paid family leave that may be used: (1) for the birth of a child in order to care for the child; (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 placed foster child older than 18 years of age if the child is incapable of self-care because of a mental or physical disability; and (3) to care for a family member with a serious health condition. Provides that the paid family leave requirements shall be provided to a firefighter regardless of the employer's leave policies and shall be provided to a firefighter who has been employed by the employer for at least one year. Provides that a firefighter may voluntarily waive his or her right to paid family leave. Provides that the Department of Labor may adopt any rules necessary to implement the Act.

LRB103 29765 SPS 56171 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
5 Firefighter Paid Family Leave Act.

6 Section 5. Definitions. As used in this Act, "firefighter"
7 has the meaning set forth in Section 4-106 of the Illinois
8 Pension Code. "Firefighter" includes an individual eligible to
9 participate in a fund established under under Article 4 of the
10 Illinois Pension Code, an individual who is not eligible to
11 participate in a fund established under Article 4 who is
12 employed on a full-time basis as a firefighter or paramedic,
13 and a firefighter paramedic who is employed by a municipality
14 or fire protection district to perform duties as a paramedic,
15 emergency medical technician (EMT), emergency medical
16 technician basic (EMT-B), emergency medical
17 technician-intermediate (EMT-I), or advanced emergency medical
18 technician (A-EMT).

19 Section 10. Paid family leave.

20 (a) A firefighter shall receive 6 weeks of paid family
21 leave that may be used for the following:

22 (1) for the birth of a child and to care for a newborn

1 child;

2 (2) to care for a newly adopted child under 18 years of
3 age, a newly placed foster child under 18 years of age, or
4 a newly adopted or placed foster child older than 18 years
5 of age if the child is incapable of self-care because of a
6 mental or physical disability; and

7 (3) to care for a family member with a serious health
8 condition.

9 (b) An employer shall reasonably accommodate additional
10 physical recovery time for a firefighter returning from leave
11 used for the purpose described in paragraph (1) of subsection
12 (a), including light-duty assignments or an agreed to
13 reassignment of duties until the firefighter is able to return
14 to full duties.

15 Section 15. Limitations. The paid family leave
16 requirements established by this Act shall be provided to a
17 firefighter who has been employed by an employer for at least
18 one year, regardless of the employer's leave policies.

19 Section 20. Waiver. A firefighter may voluntarily waive
20 the paid family leave requirement established by this Act by
21 returning to work before the 6 weeks of leave have elapsed or
22 by declining, in writing, to accept the paid family leave.

23 Section 25. Rules. The Department of Labor may adopt any

1 rules necessary to implement this Act.