



Sen. David Koehler

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10300SB0506sam001

LRB103 02958 SPS 60265 a

1 AMENDMENT TO SENATE BILL 506

2 AMENDMENT NO. _____. Amend Senate Bill 506 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Paid Leave for All Workers Act is amended
5 by changing Section 10 as follows:

6 (820 ILCS 192/10)

7 (This Section may contain text from a Public Act with a
8 delayed effective date)

9 Sec. 10. Definitions. As used in this Act:

10 "Construction industry" means any constructing, altering,
11 reconstructing, repairing, rehabilitating, refinishing,
12 refurbishing, remodeling, remediating, renovating, custom
13 fabricating, maintenance, landscaping, improving, wrecking,
14 painting, decorating, demolishing, or adding to or subtracting
15 from any building, structure, highway, roadway, street,
16 bridge, alley, sewer, ditch, sewage disposal plant,

1 waterworks, parking facility, railroad, excavation or other
2 structure, project, development, real property, or
3 improvement, or to do any part thereof, whether or not the
4 performance of the work herein described involves the addition
5 to or fabrication into, any structure, project, development,
6 real property, or improvement herein described of any material
7 or article of merchandise.

8 "Construction industry" also includes moving construction
9 related materials on the job site or to or from the job site,
10 snow plowing, snow removal, and refuse collection.

11 "Department" means the Illinois Department of Labor.

12 "Domestic work" and "domestic worker" have the same
13 meanings as defined in Section 10 of the Domestic Workers'
14 Bill of Rights Act, except that "domestic worker" also
15 includes independent contractors, sole proprietors, and
16 partnerships.

17 "Employee" has the same application and meaning as that
18 provided in Sections 1 and 2 of the Illinois Wage Payment and
19 Collection Act. "Employee" also includes all domestic workers,
20 and, for the purposes of this Act, domestic workers shall not
21 be excluded as employees under the provisions of item (1),
22 (2), or (3) of Section 2 of the Illinois Wage Payment and
23 Collection Act. "Employee" does not include:

24 (1) an employee as defined in the federal Railroad
25 Unemployment Insurance Act (45 U.S.C. 351 et seq.) or the
26 Railway Labor Act;

1 (2) a student enrolled in and regularly attending
2 classes in a college or university that is also the
3 student's employer, and who is employed on a temporary
4 basis at less than full time at the college or university,
5 but this exclusion applies only to work performed for that
6 college or university; or

7 (3) a short-term employee who is employed by an
8 institution of higher education for less than 2
9 consecutive calendar quarters during a calendar year and
10 who does not have a reasonable expectation that they will
11 be rehired by the same employer of the same service in a
12 subsequent calendar year.

13 "Employer" has the same application and meaning as that
14 provided in Sections 1 and 2 of the Illinois Wage Payment and
15 Collection Act, except that for purposes of this Act,
16 "employer" also means the State and units of local government,
17 any political subdivision of the State or units of local
18 government, or any State or local government agency.

19 "Employer" does not include school districts organized
20 under the School Code, nonpublic schools, ~~or~~ park districts
21 organized under the Park District Code, or departments of a
22 municipality that operate parks and recreation facilities and
23 programs.

24 "Writing" or "written" means a printed or printable
25 communication in physical or electronic format, including a
26 communication that is transmitted through electronic mail,

1 text message, or a computer system or is otherwise sent or
2 stored electronically.

3 (Source: P.A. 102-1143, eff. 1-1-24.)

4 Section 99. Effective date. This Act takes effect January
5 1, 2024.".