



**93RD GENERAL ASSEMBLY**  
**State of Illinois**  
**2003 and 2004**  
**HB3995**

Introduced 1/9/2004, by Patricia R. Bellock

**SYNOPSIS AS INTRODUCED:**

230 ILCS 5/15.5 new  
230 ILCS 5/15.6 new  
230 ILCS 10/5.2 new  
230 ILCS 10/5.3 new

Amends the Illinois Horse Racing Act of 1975 and the Riverboat Gambling Act. Prohibits a former member or employee of either the Illinois Racing Board or the Illinois Gaming Board from accepting employment or receiving compensation from an employer that (1) is an organization licensee under the Illinois Horse Racing Act of 1975 or an owners licensee under the Riverboat Gambling Act or (2) derives 50% or more of its gross income from one or more contracts with one or more organization licensees or owners licensees for at least 2 years. Prohibits a former member of either of those boards or former employee of either of those boards whose principal duties were directly related to procurement from engaging in a procurement activity relating to the board for 2 years. Creates a code of conduct for members and employees of the Illinois Racing Board and the Illinois Gaming Board. Prohibits certain conduct by those persons that may cause or have the appearance of causing a conflict of interest. Effective immediately.

LRB093 15162 LRD 40758 b

1 AN ACT in relation to gambling.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Illinois Horse Racing Act of 1975 is amended  
5 by adding Sections 15.5 and 15.6 as follows:

6 (230 ILCS 5/15.5 new)

7 Sec. 15.5. Revolving door prohibition. A former member or  
8 employee of the Board may not, within a period of 2 years  
9 immediately after termination of that membership or  
10 employment, accept employment or receive compensation from an  
11 employer that: (1) is an organization licensee or an owners  
12 licensee under the Riverboat Gambling Act; or (2) derives 50%  
13 or more of its gross income from a contract or contracts with  
14 one or more organization licensees or owners licensees. This  
15 prohibition includes but is not limited to: lobbying the  
16 procurement process; specifying; bidding; proposing bid,  
17 proposal, or contract documents, on his or her own behalf or on  
18 behalf of any firm, partnership, association, or corporation.

19 A former member of the Board or a former employee of the  
20 Board who was employed by the Board for at least 6 months and  
21 whose principal duties were directly related to procurement is  
22 expressly prohibited for a period of 2 years after terminating  
23 membership or employment from engaging in any procurement  
24 activity relating to the Board. The prohibition includes but is  
25 not limited to: lobbying the procurement process; specifying;  
26 bidding; proposing bid, proposal, or contract documents, on his  
27 or her own behalf or on behalf of any firm, partnership,  
28 association, or corporation.

29 This Section applies only to persons who terminate  
30 membership or employment with the Board on or after the  
31 effective date of this amendatory Act of the 93rd General  
32 Assembly.

1 (230 ILCS 5/15.6 new)

2 Sec. 15.6. Code of conduct.

3 (a) Purpose. The purpose of this Section is to create a  
4 code of conduct to assure, to the maximum extent possible, that  
5 persons subject to this Act avoid situations, relationships, or  
6 associations that may lead to or represent a conflict of  
7 interest. If an employee of the Board has a question or concern  
8 as to the applicability of this Section to a current or  
9 prospective situation, relationship, or association, he or she  
10 must present the question or concern to the Chairman of the  
11 Board for clarification or guidance.

12 Members and employees of the Board are to discharge their  
13 duties and responsibilities with undivided loyalty to the Board  
14 and in such a manner as to promote and preserve public trust  
15 and confidence in the integrity of the conduct of gaming and in  
16 the integrity and impartiality of the Board. No Board member or  
17 employee shall use or attempt to use his or her official  
18 position to secure or attempt to secure any privilege,  
19 advantage, favor, or influence for himself, herself, or others.  
20 Members and employees of the Board shall bear responsibility  
21 for adherence to this policy and to the specific prohibitions  
22 and restrictions set forth in this Section.

23 Certain of the prohibitions in this Section affect or  
24 extend to the parents and children of Board members and  
25 employees. For purposes of this Section, these include the  
26 blood lineal relations of Board members and employees and, in  
27 the case of children, legally adopted children. It is  
28 recognized that, in some cases, Board members and employees may  
29 have limited influence over the decisions of their relatives.  
30 This limited influence will be taken into consideration in  
31 evaluating the circumstances of a violation or a potential  
32 violation of this Section that involves the lineal relatives of  
33 a Board member or employee.

34 Board members and employees and their respective spouses,  
35 parents, and children have an affirmative duty to avoid

1 relationships that may cause or have the appearance of causing  
2 a conflict of interest.

3 (a-5) Definitions. For the purposes of this Section:

4 (1) The term "key person" means a key person as defined  
5 by the Illinois Gaming Board in administrative rules.

6 (2) The term "horse racing representative" means a  
7 representative of any race track under this Act, any racing  
8 association, or any person organization, or entity engaged  
9 in the conducting of horse racing under this Act.

10 (3) The term "Board employee" or "employee of the  
11 Board" means any State employee in the service of the  
12 Board.

13 (4) The term "conflict of interest" means a situation  
14 in which a Board member's or a Board employee's private  
15 interest, whether personal, financial, or otherwise,  
16 influences or creates the appearance that it may influence  
17 the Board member's or employee's judgment in the  
18 performance of his or her regulatory duties and  
19 responsibilities in a fair and impartial manner.

20 (5) The term "professional service agents of the Board"  
21 means any person, corporation, or organization providing  
22 legal, accounting, financial, public relations, auditing,  
23 architectural, data processing, or management consulting  
24 services to the Board.

25 (b) Gambling. Except as may be required in the conduct of  
26 official duties, Board members and employees shall not engage  
27 in gambling at any wagering facility licensed under this Act or  
28 engage in legalized gambling in any establishment identified by  
29 Board action that, in the judgment of the Board, could  
30 represent a potential for a conflict of interest.

31 (c) Outside employment. Board members and employees shall  
32 not hold or pursue employment, office, position, business, or  
33 occupation that may conflict with their official duties.  
34 Employees may engage in other gainful employment that does not  
35 interfere or conflict with their duties, provided that the  
36 employment is disclosed to the Board and approved by the Board.

1       Disclosure of outside employment must be made at the time  
2 of appointment to the Board or at the time the employee is  
3 hired to work for the Board or prior to accepting the outside  
4 employment. Any Board member who discloses outside employment  
5 to the Board shall recuse himself or herself from any  
6 discussion and decision made by the Board relative to his or  
7 her outside employment.

8       (d) Restrictions on receiving gifts. Board members and  
9 employees and their spouses, children, and parents may not,  
10 directly or indirectly, accept any gift, gratuity, service,  
11 compensation, travel, lodging, or thing of value, with the  
12 exception of unsolicited items of an incidental nature, from  
13 licensees or their affiliates, applicants or their affiliates,  
14 key persons, and horse racing representatives. This  
15 prohibition may be extended by Board action to any entity or  
16 individual that, in the judgment of the Board, could represent  
17 a potential for a conflict of interest.

18       (e) Prohibition on holding or acquiring ownership. Board  
19 members and employees of the Board, their spouses, children,  
20 and parents may not, directly or indirectly, hold or acquire or  
21 cause or encourage any other person to acquire any actual or  
22 contingent form of ownership interest or other financial  
23 interest in licensees or their affiliates, applicants or their  
24 affiliates, key persons, and horse racing representatives.  
25 This prohibition may extend to the holding or acquisition of an  
26 interest in any entity identified by Board action that, in the  
27 judgment of the Board, could represent the potential for or the  
28 appearance of a conflict of interest. The holding or  
29 acquisition of an interest in those entities through an  
30 indirect means, such as through a mutual fund, is not  
31 prohibited, except that the Board may identify specific  
32 investments or funds that, in its judgment, are so influenced  
33 by gaming holdings as to represent the potential for or the  
34 appearance of a conflict of interest.

35       Board members, upon leaving office, and employees of the  
36 Board, upon termination from employment with the Board, are

1 precluded for a period of one year from the acquisition of any  
2 actual or contingent form of ownership interest or other  
3 financial interest in licensees or their affiliates,  
4 applicants or their affiliates, key persons, and horse racing  
5 representatives. This prohibition may be extended by Board  
6 action to any entity that, in the judgment of the Board, could  
7 represent a potential for or the appearance of a conflict of  
8 interest. The holding or acquisition of an interest in such  
9 entities through an indirect means, such as through a mutual  
10 fund, is not prohibited, except that the Board may identify  
11 specific investments or funds that, in its judgment, are so  
12 influenced by gaming holdings as to represent the potential for  
13 or the appearance of a conflict of interest.

14 (f) Prohibition on economic association. Board members and  
15 employees of the Board and their spouses, children, and parents  
16 shall not be directly or indirectly employed by, under contract  
17 with, or have any economic association with any licensee or its  
18 affiliates, applicant or its affiliates, key person, or horse  
19 racing representative. This prohibition may be extended to any  
20 entity or individual identified by Board action that, in the  
21 judgment of the Board, could represent the potential for or the  
22 appearance of a conflict of interest. This prohibition on  
23 economic association may be waived by Board action for a child  
24 or parent of an employee of the Board.

25 (g) Disclosure of economic association. Each Board member  
26 who owns or is employed by a firm or business entity shall, to  
27 the best of his or her ability, identify any current economic  
28 relationship, direct or indirect, representing the potential  
29 for or the appearance of a conflict of interest that may exist  
30 between the Board member's firm or business entity and any  
31 licensee or its affiliates, applicant or its affiliates, key  
32 person, or horse racing representative. The Board member must  
33 declare his or her intention to refrain from deliberations and  
34 voting on decisions related to the gaming entity in that  
35 relationship. This requirement may be extended by Board action  
36 to any entity or individual that, in the judgment of the Board,

1 could represent the potential for or the appearance of a  
2 conflict of interest.

3 (h) Restrictions on professional service agents.  
4 Professional service agents of the Board may be subject to  
5 terms and conditions relating to restrictions or prohibitions  
6 in representation, employment, and contracting with licensees  
7 and their affiliates, applicants and their affiliates, key  
8 persons, and horse racing representatives. These restrictions  
9 and prohibitions shall be contained in the professional service  
10 contracts of the Board.

11 (i) Disclosure statements. Board members and employees  
12 must complete and timely file the statement of economic  
13 interest required under Article 4A of the Illinois Governmental  
14 Ethics Act, a copy of which must be provided to the  
15 Administrator.

16 (j) Past Board affiliation or employment. A former Board  
17 member or employee shall not, for a period of one year after  
18 termination of his or her Board appointment or employment,  
19 engage in any employment or contractual relations with or have  
20 any financial interest in any licensee or its affiliate,  
21 applicant or its affiliate, key person, or horse racing  
22 representative.

23 The prohibitions set forth in this subsection (j) may be  
24 extended by Board action to employment with any entity or  
25 individual that, in the judgment of the Board, could represent  
26 the potential for or the appearance of a conflict of interest.

27 The prohibitions set forth in this subsection (j) may be  
28 waived by Board action for an employee if, in the judgment of  
29 the Board, the employee was not involved in any way with any  
30 issue or transaction before or under investigation by the Board  
31 relative to any prospective employer during the employee's last  
32 year of employment with the Board. This waiver provision is not  
33 available to the Board's legal counsel.

34 (k) Prohibition on negotiations for employment. Board  
35 members and their representatives and employees of the Board  
36 and their representatives shall not initiate or participate in

1 any negotiation or discussion of employment with any licensee  
2 or its affiliate, applicant or its affiliate, key person, or  
3 horse racing representative. A Board member or his or her  
4 representative or employee of the Board or his or her  
5 representative who initiates or participates in any  
6 negotiation or discussion of employment with any licensee or  
7 its affiliate, applicant or its affiliate, key person, or horse  
8 racing representatives must immediately provide written notice  
9 of the details of the negotiation or discussion to the Chairman  
10 of the Board as soon as the negotiation or discussion has  
11 occurred.

12 (l) Restrictions on post-employment appearances and  
13 discussions. A Board member or employee who leaves the  
14 employment of the Board for any reason may not:

15 (1) appear before the Board on any matter before the  
16 Board or an administrative law judge appointed by the Board  
17 or on any matter under investigation by the Board relative  
18 to a licensee or its affiliates, applicant or its their  
19 affiliates, key person, or horse racing representative; or

20 (2) engage in any discussion with any Board member or  
21 employee regarding any specific licensee or its  
22 affiliates, applicant or its affiliates, key person, or  
23 horse racing representative for a period of one year  
24 following the termination of the Board member's or  
25 employee's tenure or employment with the Board.

26 The prohibitions set forth in item (2) of this subsection  
27 (1) may be waived by Board action for an employee if, in the  
28 judgment of the Board, the employee was not involved in any way  
29 with any issue before or under investigation by the Board  
30 relative to any prospective employer during the employee's last  
31 year of employment with the Board. The waiver provisions set  
32 forth in this Section are not available to the Board's legal  
33 counsel.

34 (m) Violations. Violation of this Section by a member of  
35 the Board may result in sanctions up to and including removal  
36 from the Board. Violation of this Section by an employee or



1 agent of the Board may result in discipline up to and including  
2 termination.

3 Section 10. The Riverboat Gambling Act is amended by adding  
4 Sections 5.2 and 5.3 as follows:

5 (230 ILCS 10/5.2 new)

6 Sec. 5.2. Revolving door prohibition. A former member or  
7 employee of the Board may not, within a period of 2 years  
8 immediately after termination of such membership or  
9 employment, accept employment or receive compensation from an  
10 employer that: (1) is an organization licensee under the  
11 Illinois Horse Racing Act of 1975 or an owners licensee; or (2)  
12 derives 50% or more of its gross income from a contract or  
13 contracts with one or more organization licensees or owners  
14 licensees. This prohibition includes but is not limited to:  
15 lobbying the procurement process; specifying; bidding;  
16 proposing bid, proposal, or contract documents, on his or her  
17 own behalf or on behalf of any firm, partnership, association,  
18 or corporation.

19 A former member of the Board or a former employee of the  
20 Board who was employed by the Board for at least 6 months and  
21 whose principal duties were directly related to procurement is  
22 expressly prohibited for a period of 2 years after terminating  
23 membership or employment from engaging in any procurement  
24 activity relating to the Board. The prohibition includes but is  
25 not limited to: lobbying the procurement process; specifying;  
26 bidding; proposing bid, proposal, or contract documents, on his  
27 or her own behalf or on behalf of any firm, partnership,  
28 association, or corporation.

29 This Section applies only to persons who terminate  
30 membership or employment with the Board on or after the  
31 effective date of this amendatory Act of the 93rd General  
32 Assembly.

33 (230 ILCS 10/5.3 new)

1       Sec. 5.3. Code of conduct.

2       (a) Purpose. The purpose of this Section is to create a  
3 code of conduct to assure, to the maximum extent possible, that  
4 persons subject to this Act avoid situations, relationships, or  
5 associations that may lead to or represent a conflict of  
6 interest. If an employee of the Board has a question or concern  
7 as to the applicability of this Section to a current or  
8 prospective situation, relationship, or association, he or she  
9 must present the question or concern to the Chairman of the  
10 Board or the Administrator for clarification or guidance.

11       Members and employees of the Board are to discharge their  
12 duties and responsibilities with undivided loyalty to the Board  
13 and in such a manner as to promote and preserve public trust  
14 and confidence in the integrity of the conduct of gaming and in  
15 the integrity and impartiality of the Board. No Board member or  
16 employee shall use or attempt to use his or her official  
17 position to secure or attempt to secure any privilege,  
18 advantage, favor, or influence for himself, herself, or others.  
19 Members and employees of the Board shall bear responsibility  
20 for adherence to this policy and to the specific prohibitions  
21 and restrictions set forth in this Section.

22       Certain of the prohibitions in this Section affect or  
23 extend to the parents and children of Board members and  
24 employees. For purposes of this Section, these include the  
25 blood lineal relations of Board members and employees and, in  
26 the case of children, legally adopted children. It is  
27 recognized that, in some cases, Board members and employees may  
28 have limited influence over the decisions of their relatives.  
29 This limited influence will be taken into consideration in  
30 evaluating the circumstances of a violation or a potential  
31 violation of this Section that involves the lineal relatives of  
32 a Board member or employee.

33       Board members and employees and their respective spouses,  
34 parents, and children have an affirmative duty to avoid  
35 relationships that may cause or have the appearance of causing  
36 a conflict of interest.

1 (a-5) Definitions. For the purposes of this Section:

2 (1) The term "key person" means a key person as defined  
3 by the Board in administrative rules.

4 (2) The term "horse racing representative" means a  
5 representative of any race track under the Illinois Horse  
6 Racing Act of 1975, any racing association, or any person  
7 organization, or entity engaged in the conducting of horse  
8 racing under the Illinois Horse Racing Act of 1975.

9 (3) The term "Board employee" or "employee of the  
10 Board" means any State employee in the service of the  
11 Board.

12 (4) The term "conflict of interest" means a situation  
13 in which a Board member's or a Board employee's private  
14 interest, whether personal, financial, or otherwise,  
15 influences or creates the appearance that it may influence  
16 the Board member's or employee's judgment in the  
17 performance of his or her regulatory duties and  
18 responsibilities in a fair and impartial manner.

19 (5) The term "professional service agents of the Board"  
20 means any person, corporation, or organization providing  
21 legal, accounting, financial, public relations, auditing,  
22 architectural, data processing, or management consulting  
23 services to the Board.

24 (b) Gambling. Except as may be required in the conduct of  
25 official duties, Board members and employees shall not engage  
26 in gambling on any riverboat licensed by the Board or engage in  
27 legalized gambling in any establishment identified by Board  
28 action that, in the judgment of the Board, could represent a  
29 potential for a conflict of interest.

30 (c) Outside employment. Board members and employees shall  
31 not hold or pursue employment, office, position, business, or  
32 occupation that may conflict with their official duties.  
33 Employees may engage in other gainful employment that does not  
34 interfere or conflict with their duties, provided that the  
35 employment is disclosed to the Administrator and the Board and  
36 approved by the Board or, as delegated, by the Administrator.

1 Disclosure of outside employment must be made at the time  
2 of appointment to the Board or at the time the employee is  
3 hired to work for the Board or prior to accepting the outside  
4 employment. Any Board member who discloses outside employment  
5 to the Board shall recuse himself or herself from any  
6 discussion and decision made by the Board relative to his or  
7 her outside employment.

8 (d) Restrictions on receiving gifts. Board members and  
9 employees and their spouses, children, and parents may not,  
10 directly or indirectly, accept any gift, gratuity, service,  
11 compensation, travel, lodging, or thing of value, with the  
12 exception of unsolicited items of an incidental nature, from  
13 licensees or their affiliates, applicants or their affiliates,  
14 key persons, and horse racing representatives. This  
15 prohibition may be extended by Board action to any entity or  
16 individual that, in the judgment of the Board, could represent  
17 a potential for a conflict of interest.

18 (e) Prohibition on holding or acquiring ownership. Board  
19 members and employees of the Board, their spouses, children,  
20 and parents may not, directly or indirectly, hold or acquire or  
21 cause or encourage any other person to acquire any actual or  
22 contingent form of ownership interest or other financial  
23 interest in licensees or their affiliates, applicants or their  
24 affiliates, key persons, and horse racing representatives.  
25 This prohibition may extend to the holding or acquisition of an  
26 interest in any entity identified by Board action that, in the  
27 judgment of the Board, could represent the potential for or the  
28 appearance of a conflict of interest. The holding or  
29 acquisition of an interest in those entities through an  
30 indirect means, such as through a mutual fund, is not  
31 prohibited, except that the Board may identify specific  
32 investments or funds that, in its judgment, are so influenced  
33 by gaming holdings as to represent the potential for or the  
34 appearance of a conflict of interest.

35 Board members, upon leaving office, and employees of the  
36 Board, upon termination from employment with the Board, are

1 precluded for a period of one year from the acquisition of any  
2 actual or contingent form of ownership interest or other  
3 financial interest in licensees or their affiliates,  
4 applicants or their affiliates, key persons, and horse racing  
5 representatives. This prohibition may be extended by Board  
6 action to any entity that, in the judgment of the Board, could  
7 represent a potential for or the appearance of a conflict of  
8 interest. The holding or acquisition of an interest in such  
9 entities through an indirect means, such as through a mutual  
10 fund, is not prohibited, except that the Board may identify  
11 specific investments or funds that, in its judgment, are so  
12 influenced by gaming holdings as to represent the potential for  
13 or the appearance of a conflict of interest.

14 (f) Prohibition on economic association. Board members and  
15 employees of the Board and their spouses, children, and parents  
16 shall not be directly or indirectly employed by, under contract  
17 with, or have any economic association with any licensee or its  
18 affiliates, applicant or its affiliates, key person, or horse  
19 racing representative. This prohibition may be extended to any  
20 entity or individual identified by Board action that, in the  
21 judgment of the Board, could represent the potential for or the  
22 appearance of a conflict of interest. This prohibition on  
23 economic association may be waived by Board action for a child  
24 or parent of an employee of the Board.

25 (g) Disclosure of economic association. Each Board member  
26 who owns or is employed by a firm or business entity shall, to  
27 the best of his or her ability, identify any current economic  
28 relationship, direct or indirect, representing the potential  
29 for or the appearance of a conflict of interest that may exist  
30 between the Board member's firm or business entity and any  
31 licensee or its affiliates, applicant or its affiliates, key  
32 person, or horse racing representative. The Board member must  
33 declare his or her intention to refrain from deliberations and  
34 voting on decisions related to the gaming entity in that  
35 relationship. This requirement may be extended by Board action  
36 to any entity or individual that, in the judgment of the Board,

1 could represent the potential for or the appearance of a  
2 conflict of interest.

3 (h) Restrictions on professional service agents.  
4 Professional service agents of the Board may be subject to  
5 terms and conditions relating to restrictions or prohibitions  
6 in representation, employment, and contracting with licensees  
7 and their affiliates, applicants and their affiliates, key  
8 persons, and horse racing representatives. These restrictions  
9 and prohibitions shall be contained in the professional service  
10 contracts of the Board.

11 (i) Disclosure statements. Board members and employees  
12 must complete and timely file the statement of economic  
13 interest required under Article 4A of the Illinois Governmental  
14 Ethics Act, a copy of which must be provided to the  
15 Administrator.

16 (j) Past Board affiliation or employment. A former Board  
17 member or employee shall not, for a period of one year after  
18 termination of his or her Board appointment or employment,  
19 engage in any employment or contractual relations with or have  
20 any financial interest in any licensee or its affiliate,  
21 applicant or its affiliate, key person, or horse racing  
22 representative.

23 The prohibitions set forth in this subsection (j) may be  
24 extended by Board action to employment with any entity or  
25 individual that, in the judgment of the Board, could represent  
26 the potential for or the appearance of a conflict of interest.

27 The prohibitions set forth in this subsection (j) may be  
28 waived by Board action for an employee if, in the judgment of  
29 the Board, the employee was not involved in any way with any  
30 issue or transaction before or under investigation by the Board  
31 relative to any prospective employer during the employee's last  
32 year of employment with the Board. This waiver provision is not  
33 available to the Board Administrator, Deputy Administrators,  
34 or legal counsel.

35 (k) Prohibition on negotiations for employment. Board  
36 members and their representatives and employees of the Board

1 and their representatives shall not initiate or participate in  
2 any negotiation or discussion of employment with any licensee  
3 or its affiliate, applicant or its affiliate, key person, or  
4 horse racing representative. A Board member or his or her  
5 representative or employee of the Board or his or her  
6 representative who initiates or participates in any  
7 negotiation or discussion of employment with any licensee or  
8 its affiliate, applicant or its affiliate, key person, or horse  
9 racing representatives must immediately provide written notice  
10 of the details of the negotiation or discussion to the  
11 Administrator and Chairman of the Board as soon as the  
12 negotiation or discussion has occurred.

13 (1) Restrictions on post-employment appearances and  
14 discussions. A Board member or employee who leaves the  
15 employment of the Board for any reason may not:

16 (1) appear before the Board on any matter before the  
17 Board or an administrative law judge appointed by the Board  
18 or on any matter under investigation by the Board relative  
19 to a licensee or its affiliates, applicant or its their  
20 affiliates, key person, or horse racing representative; or

21 (2) engage in any discussion with any Board member or  
22 employee regarding any specific licensee or its  
23 affiliates, applicant or its affiliates, key person, or  
24 horse racing representative for a period of one year  
25 following the termination of the Board member's or  
26 employee's tenure or employment with the Board.

27 The prohibitions set forth in item (2) of this subsection  
28 (1) may be waived by Board action for an employee if, in the  
29 judgment of the Board, the employee was not involved in any way  
30 with any issue before or under investigation by the Board  
31 relative to any prospective employer during the employee's last  
32 year of employment with the Board. The waiver provisions set  
33 forth in this Section are not available to the Board  
34 Administrator, Deputy Administrators, or legal counsel.

35 (m) Violations. Violation of this Section by a member of  
36 the Board may result in sanctions up to and including removal

1 from the Board. Violation of this Section by an employee or  
2 agent of the Board may result in discipline up to and including  
3 termination.

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.