



## 94TH GENERAL ASSEMBLY

### State of Illinois

2005 and 2006

**HB4194**

Introduced 11/4/2005, by Rep. Robert S. Molaro

#### SYNOPSIS AS INTRODUCED:

775 ILCS 5/2-103.1 new

Amends the Illinois Human Rights Act. Prohibits an employer from requiring an employee to solicit customers to apply for issuance of a credit card, or other credit confirmation or identification, that is intended primarily for the purpose of purchasing or leasing goods or services from the employer, a person related to the employer, or others licensed or franchised to do business under the employer's business or trade name or designation. Provides that it is a civil rights violation for an employer to discharge or discriminate against an employee in promotion, compensation, or the terms, conditions, or privileges of employment for failing or refusing to solicit customers to apply for issuance of a credit card or other credit confirmation or identification. Contains applicability provisions regarding employees affected by a collective bargaining or other employment agreement that is inconsistent with the new provisions.

LRB094 14525 WGH 49462 b

FISCAL NOTE ACT  
MAY APPLY

1 AN ACT concerning human rights.

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

4 Section 5. The Illinois Human Rights Act is amended by  
5 adding Section 2-103.1 as follows:

6 (775 ILCS 5/2-103.1 new)

7 Sec. 2-103.1. Credit card solicitation prohibited.

8 (a) An employer may not require an employee to solicit  
9 customers to apply for issuance of a credit card, or other  
10 credit confirmation or identification, that is intended  
11 primarily for the purpose of purchasing or leasing goods or  
12 services from the employer, a person related to the employer,  
13 or others licensed or franchised to do business under the  
14 employer's business or trade name or designation. It is a civil  
15 rights violation for an employer to discharge or discriminate  
16 against an employee in promotion, in compensation, or in the  
17 terms, conditions, or privileges of employment for failing or  
18 refusing to solicit customers to apply for issuance of a credit  
19 card, or other credit confirmation or identification, as  
20 provided in this Section.

21 (b) Subsection (a) first applies to an employee who, on the  
22 day before the effective date of this amendatory Act of the  
23 94th General Assembly, is affected by a collective bargaining  
24 or other employment agreement that contains provisions  
25 inconsistent with subsection (a) on the day on which the  
26 agreement expires or is extended, modified, or renewed,  
27 whichever occurs first.