

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 Family Military Leave Act is amended by
5 changing Section 5 as follows:

6 (820 ILCS 151/5)

7 Sec. 5. Definitions. In this Act:

8 "Employee" means any person who may be permitted, required,
9 or directed by an employer in consideration of direct or
10 indirect gain or profit to engage in any employment. "Employee"
11 does include an independent contractor. "Employee" includes an
12 employee of a covered employer who has been employed by the
13 same employer for at least 12 months, and has been employed for
14 at least 1,250 hours of service during the 12-month period
15 immediately preceding the commencement of the leave.

16 "Employee benefits" means all benefits, other than salary
17 and wages, provided or made available to employees by an
18 employer and includes group life insurance, health insurance,
19 disability insurance and pensions, regardless of whether
20 benefits are provided by a policy or practice of an employer.

21 "Employer" means (1) any person, partnership, corporation,
22 association, or other business entity; and (2) the State of
23 Illinois, municipalities and other units of local government.

1 "Family military leave" means leave requested by an
2 employee who is the spouse, ~~or~~ parent, child, or grandparent of
3 a person called to military service lasting longer than 30 days
4 with the State or United States pursuant to the orders of the
5 Governor or the President of the United States.

6 (Source: P.A. 94-589, eff. 8-15-05.)