

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 Illinois Employment First Act.

6 Section 5. Policy. It is the policy of this State that
7 competitive and integrated employment shall be considered the
8 first option when serving persons with disabilities of working
9 age. This policy applies to programs and services that provide
10 services and supports to help persons with disabilities obtain
11 employment. All State agencies shall follow this policy and
12 ensure that it is effectively implemented in their programs and
13 services. Nothing in this Section shall be construed to require
14 any employer to give preference to hiring persons with
15 disabilities.

16 Section 10. Definitions. As used in this Act:

17 "Competitive employment" means work in the competitive
18 labor market that is performed on a full-time or part-time
19 basis in an integrated setting and for which an individual is
20 compensated at or above the minimum wage, but not less than the
21 customary wage and level of benefits paid by the employer for
22 the same or similar work performed by individuals who are not

1 disabled.

2 "Disability" has the meaning ascribed to that term in
3 Section 10 of the Disabilities Services Act of 2003.

4 "Integrated setting" means with respect to an employment
5 outcome, a setting typically found in the community in which
6 applicants or eligible individuals interact with non-disabled
7 individuals, other than non-disabled individuals who are
8 providing services to those applicants or eligible
9 individuals, to the same extent that non-disabled individuals
10 in comparable positions interact with other persons.

11 "State agency" means and includes all boards, commissions,
12 agencies, institutions, authorities, and bodies politic and
13 corporate of the State, created by or in accordance with the
14 Illinois Constitution or State statute, of the executive branch
15 of State government and does include colleges, universities,
16 public employee retirement systems, and institutions under the
17 jurisdiction of the governing boards of the University of
18 Illinois, Southern Illinois University, Illinois State
19 University, Eastern Illinois University, Northern Illinois
20 University, Western Illinois University, Chicago State
21 University, Governors State University, Northeastern Illinois
22 University, and the Illinois Board of Higher Education.

23 Section 15. Agency coordination. All State agencies shall
24 coordinate efforts and shall collaborate within and among such
25 agencies to ensure that State programs, policies, procedures,

1 and funding support competitive and integrated employment of
2 persons with disabilities. All State agencies shall, whenever
3 feasible, share data and information across systems in order to
4 track progress toward full implementation of this Act. State
5 agencies are authorized to adopt rules to implement this Act.

6 Section 20. Establishment of measurable goals and
7 objectives. The Employment and Economic Opportunity for
8 Persons with Disabilities Task Force established under the
9 Employment and Economic Opportunity for Persons with
10 Disabilities Task Force Act shall establish measurable goals
11 and objectives for the State to ensure implementation of this
12 Act and monitor the measured progress toward implementation of
13 this Act. All State agencies shall fully cooperate with the
14 Task Force and provide data and information to assist the Task
15 Force in carrying out its responsibilities. The Task Force
16 shall include in its annual report a progress report on the
17 implementation of this Act and any recommendations with respect
18 to the implementation of this Act.

19 Section 99. Effective date. This Act takes effect upon
20 becoming law.