1 AN ACT concerning State government.

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

4 Section 5. The Illinois Public Labor Relations Act is 5 amended by changing Sections 3 and 7 as follows:

6 (5 ILCS 315/3) (from Ch. 48, par. 1603)

Sec. 3. Definitions. As used in this Act, unless thecontext otherwise requires:

9 (a) "Board" means the Illinois Labor Relations Board or, 10 with respect to a matter over which the jurisdiction of the 11 Board is assigned to the State Panel or the Local Panel under 12 Section 5, the panel having jurisdiction over the matter.

(b) "Collective bargaining" means bargaining over terms and conditions of employment, including hours, wages, and other conditions of employment, as detailed in Section 7 and which are not excluded by Section 4.

17 (c) "Confidential employee" means an employee who, in the 18 regular course of his or her duties, assists and acts in a 19 confidential capacity to persons who formulate, determine, and 20 effectuate management policies with regard to labor relations 21 or who, in the regular course of his or her duties, has 22 authorized access to information relating to the effectuation 23 or review of the employer's collective bargaining policies. HB5935 Engrossed - 2 - LRB098 17728 KTG 54974 b

(d) "Craft employees" means skilled journeymen, crafts
 persons, and their apprentices and helpers.

(e) "Essential services employees" means those public 3 performing functions SO essential that 4 emplovees the 5 interruption or termination of the function will constitute a 6 clear and present danger to the health and safety of the 7 persons in the affected community.

8 "Exclusive representative", except with respect to (f) 9 non-State fire fighters and paramedics employed by fire 10 departments and fire protection districts, non-State peace 11 officers, and peace officers in the Department of State Police, 12 means the labor organization that has been (i) designated by 13 the Board as the representative of a majority of public employees in an appropriate bargaining unit in accordance with 14 15 the procedures contained in this Act, (ii) historically 16 recognized by the State of Illinois or any political 17 subdivision of the State before July 1, 1984 (the effective date of this Act) as the exclusive representative of the 18 19 employees in an appropriate bargaining unit, (iii) after July 20 1, 1984 (the effective date of this Act) recognized by an employer upon evidence, acceptable to the Board, that the labor 21 22 organization has been designated the exclusive as 23 representative by a majority of the employees in an appropriate recognized 24 bargaining unit; (iv) as the exclusive 25 representative of personal care attendants or personal assistants under Executive Order 2003-8 prior to the effective 26

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date of this amendatory Act of the 93rd General Assembly, and 1 2 the organization shall be considered to be the exclusive 3 representative of the personal care attendants or personal assistants as defined in this Section; or (v) recognized as the 4 5 exclusive representative of child and day care home providers, 6 including licensed and license exempt providers, pursuant to an 7 election held under Executive Order 2005-1 prior to the 8 effective date of this amendatory Act of the 94th General 9 Assembly, and the organization shall be considered to be the 10 exclusive representative of the child and day care home 11 providers as defined in this Section.

12 With respect to non-State fire fighters and paramedics 13 employed by fire departments and fire protection districts, 14 non-State peace officers, and peace officers in the Department 15 of State Police, "exclusive representative" means the labor 16 organization that has been (i) designated by the Board as the 17 representative of a majority of peace officers or fire fighters in an appropriate bargaining unit in accordance with the 18 procedures contained in this Act, (ii) historically recognized 19 20 by the State of Illinois or any political subdivision of the State before January 1, 1986 (the effective date of this 21 22 amendatory Act of 1985) as the exclusive representative by a 23 majority of the peace officers or fire fighters in an appropriate bargaining unit, or (iii) after January 1, 1986 24 25 (the effective date of this amendatory Act of 1985) recognized 26 by an employer upon evidence, acceptable to the Board, that the HB5935 Engrossed - 4 - LRB098 17728 KTG 54974 b

labor organization has been designated as the exclusive
 representative by a majority of the peace officers or fire
 fighters in an appropriate bargaining unit.

Where a historical pattern of representation exists for the 4 5 workers of a water system that was owned by a public utility, as defined in Section 3-105 of the Public Utilities Act, prior 6 becoming certified employees of a 7 municipality or to 8 municipalities once the municipality or municipalities have 9 acquired the water system as authorized in Section 11-124-5 of 10 the Illinois Municipal Code, the Board shall find the labor 11 organization that has historically represented the workers to 12 be the exclusive representative under this Act, and shall find 13 the unit represented by the exclusive representative to be the 14 appropriate unit.

15 (g) "Fair share agreement" means an agreement between the 16 employer and an employee organization under which all or any of 17 the employees in a collective bargaining unit are required to pay their proportionate share of the costs of the collective 18 bargaining process, contract administration, and pursuing 19 20 matters affecting wages, hours, and other conditions of employment, but not to exceed the amount of dues uniformly 21 22 required of members. The amount certified by the exclusive 23 representative shall not include any fees for contributions related to the election or support of any candidate for 24 25 political office. Nothing in this subsection (g) shall preclude 26 an employee from making voluntary political contributions in HB5935 Engrossed - 5 - LRB098 17728 KTG 54974 b

1 conjunction with his or her fair share payment.

2 (g-1) "Fire fighter" means, for the purposes of this Act 3 only, any person who has been or is hereafter appointed to a fire department or fire protection district or employed by a 4 5 state university and sworn or commissioned to perform fire 6 fighter duties or paramedic duties, except that the following 7 persons are not included: part-time fire fighters, auxiliary, 8 reserve or voluntary fire fighters, including paid on-call fire 9 fighters, clerks and dispatchers or other civilian employees of 10 a fire department or fire protection district who are not 11 routinely expected to perform fire fighter duties, or elected 12 officials.

13 (q-2) "General Assembly of the State of Illinois" means the 14 legislative branch of the government of the State of Illinois, as provided for under Article IV of the Constitution of the 15 16 State of Illinois, and includes but is not limited to the House 17 of Representatives, the Senate, the Speaker of the House of Representatives, the Minority Leader of 18 the House of 19 Representatives, the President of the Senate, the Minority 20 Leader of the Senate, the Joint Committee on Legislative Support Services and any legislative support services agency 21 22 listed in the Legislative Commission Reorganization Act of 23 1984.

(h) "Governing body" means, in the case of the State, the
State Panel of the Illinois Labor Relations Board, the Director
of the Department of Central Management Services, and the

1 Director of the Department of Labor; the county board in the 2 case of a county; the corporate authorities in the case of a 3 municipality; and the appropriate body authorized to provide 4 for expenditures of its funds in the case of any other unit of 5 government.

6 (i) "Labor organization" means any organization in which 7 public employees participate and that exists for the purpose, 8 in whole or in part, of dealing with a public employer 9 concerning wages, hours, and other terms and conditions of 10 employment, including the settlement of grievances.

(i-5) "Legislative liaison" means a person who is an employee of a State agency, the Attorney General, the Secretary of State, the Comptroller, or the Treasurer, as the case may be, and whose job duties require the person to regularly communicate in the course of his or her employment with any official or staff of the General Assembly of the State of Illinois for the purpose of influencing any legislative action.

"Managerial employee" means an individual who is 18 (j) 19 engaged predominantly in executive and management functions 20 and is charged with the responsibility of directing the effectuation of management policies and practices. With 21 22 respect only to State employees in positions under the 23 jurisdiction of the Attorney General, Secretary of State, Treasurer (i) that were certified in a 24 Comptroller, or 25 bargaining unit on or after December 2, 2008, (ii) for which a petition is filed with the Illinois Public Labor Relations 26

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Board on or after April 5, 2013 (the effective date of Public 1 2 Act 97-1172), or (iii) for which a petition is pending before the Illinois Public Labor Relations Board on that date, 3 "managerial employee" means an individual who is engaged in 4 5 executive and management functions or who is charged with the 6 effectuation of management policies and practices or who 7 represents management interests by taking or recommending 8 discretionary actions that effectively control or implement 9 policy. Nothing in this definition prohibits an individual from 10 also meeting the definition of "supervisor" under subsection 11 (r) of this Section.

12 (k) "Peace officer" means, for the purposes of this Act only, any persons who have been or are hereafter appointed to a 13 14 police force, department, or agency and sworn or commissioned 15 to perform police duties, except that the following persons are 16 not included: part-time police officers, special police 17 officers, auxiliary police as defined by Section 3.1-30-20 of Municipal Code, night watchmen, "merchant 18 the Illinois police", court security officers as defined by Section 3-6012.1 19 20 of the Counties Code, temporary employees, traffic guards or 21 wardens, civilian parking meter and parking facilities 22 personnel or other individuals specially appointed to aid or 23 direct traffic at or near schools or public functions or to aid in civil defense or disaster, parking enforcement employees who 24 25 are not commissioned as peace officers and who are not armed 26 and who are not routinely expected to effect arrests, parking

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lot attendants, clerks and dispatchers or other civilian
 employees of a police department who are not routinely expected
 to effect arrests, or elected officials.

(1) "Person" includes one or more individuals, labor 4 5 organizations, public employees, associations, corporations, legal representatives, trustees, trustees in bankruptcy, 6 State of Illinois or any political 7 receivers, or the 8 subdivision of the State or governing body, but does not 9 include the General Assembly of the State of Illinois or any 10 individual employed by the General Assembly of the State of 11 Illinois.

12 (m) "Professional employee" means any employee engaged in 13 work predominantly intellectual and varied in character rather than routine mental, manual, mechanical or physical work; 14 involving the consistent exercise of discretion and adjustment 15 16 in its performance; of such a character that the output 17 produced or the result accomplished cannot be standardized in relation to a given period of time; and requiring advanced 18 knowledge in a field of science or learning customarily 19 acquired by a prolonged course of specialized intellectual 20 instruction and study in an institution of higher learning or a 21 22 hospital, as distinguished from a general academic education or 23 from apprenticeship or from training in the performance of 24 routine mental, manual, or physical processes; or any employee 25 who has completed the courses of specialized intellectual 26 instruction and study prescribed in this subsection (m) and is

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performing related work under the supervision of a professional person to qualify to become a professional employee as defined in this subsection (m).

(n) "Public employee" or "employee", for the purposes of 4 this Act, means any individual employed by a public employer, 5 including (i) interns and residents at public hospitals, (ii) 6 7 as of the effective date of this amendatory Act of the 93rd 8 General Assembly, but not before, personal care attendants and 9 personal assistants working under the Home Services Program 10 under Section 3 of the Disabled Persons Rehabilitation Act, subject to the limitations set forth in this Act and in the 11 12 Disabled Persons Rehabilitation Act, (iii) as of the effective 13 date of this amendatory Act of the 94th General Assembly, but 14 not before, child and day care home providers participating in 15 the child care assistance program under Section 9A-11 of the 16 Illinois Public Aid Code, subject to the limitations set forth 17 in this Act and in Section 9A-11 of the Illinois Public Aid Code, (iv) as of January 29, 2013 (the effective date of Public 18 Act 97-1158), but not before except as otherwise provided in 19 20 this subsection (n), home care and home health workers who 21 function as personal care attendants, personal assistants, and 22 individual maintenance home health workers and who also work 23 under the Home Services Program under Section 3 of the Disabled 24 Persons Rehabilitation Act, no matter whether the State 25 services through direct fee-for-service provides those 26 arrangements, with the assistance of a managed care

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intermediary, or otherwise, 1 organization or other (V) 2 beginning on the effective date of this amendatory Act of the 98th General Assembly and notwithstanding any other provision 3 of this Act, any person employed by a public employer and who 4 5 is classified as or who holds the employment title of Chief 6 Stationary Engineer, Assistant Chief Stationary Engineer, 7 Sewage Plant Operator, Water Plant Operator, Stationary 8 Engineer, Plant Operating Engineer, and any other employee who 9 holds the position of: Civil Engineer V, Civil Engineer VI, 10 Civil Engineer VII, Technical Manager I, Technical Manager II, 11 Technical Manager III, Technical Manager IV, Technical Manager 12 Technical Manager VI, Realty Specialist III, V, Realty Specialist IV, Realty Specialist V, Technical Advisor I, 13 Technical Advisor II, Technical Advisor III, Technical Advisor 14 15 IV, or Technical Advisor V employed by the Department of 16 Transportation who is in a position which is certified in a 17 bargaining unit on or before the effective date of this amendatory Act of the 98th General Assembly, and (vi) beginning 18 on the effective date of this amendatory Act of the 98th 19 20 General Assembly and notwithstanding any other provision of this Act, any mental health administrator in the Department of 21 22 Corrections who is classified as or who holds the position of 23 Public Service Administrator (Option 8K), any employee of the Office of the Inspector General in the Department of Human 24 Services who is classified as or who holds the position of 25 26 Public Service Administrator (Option 7), any Deputy of

Intelligence in the Department of Corrections who is classified 1 2 as or who holds the position of Public Service Administrator (Option 7), and any employee of the Department of State Police 3 who handles issues concerning the Illinois State Police Sex 4 5 Offender Registry and who is classified as or holds the position of Public Service Administrator (Option 7), 6 but 7 excluding all of the following: employees of the General 8 Assembly of the State of Illinois; elected officials; executive 9 heads of a department; members of boards or commissions; the 10 Executive Inspectors General; any special Executive Inspectors 11 General; employees of each Office of an Executive Inspector 12 General; commissioners and employees of the Executive Ethics 13 Commission; the Auditor General's Inspector General; employees of the Office of the Auditor General's Inspector General; the 14 15 Legislative Inspector General; any special Legislative 16 Inspectors General; employees of the Office of the Legislative 17 General; commissioners and Inspector employees of the Legislative Ethics Commission; employees of any agency, board 18 19 or commission created by this Act; employees appointed to State 20 positions of a temporary or emergency nature; all employees of school districts and higher education institutions except 21 22 firefighters and peace officers employed by a state university 23 and except peace officers employed by a school district in its own police department in existence on the effective date of 24 25 this amendatory Act of the 96th General Assembly; managerial 26 employees; short-term employees; legislative liaisons; а

person who is a State employee under the jurisdiction of the 1 2 Office of the Attorney General who is licensed to practice law 3 or whose position authorizes, either directly or indirectly, meaningful input into government decision-making on issues 4 5 where there is room for principled disagreement on goals or 6 their implementation; a person who is a State employee under 7 the jurisdiction of the Office of the Comptroller who holds the 8 position of Public Service Administrator or whose position is 9 otherwise exempt under the Comptroller Merit Employment Code; a 10 person who is a State employee under the jurisdiction of the 11 Secretary of State who holds the position classification of 12 Executive I or higher, whose position authorizes, either 13 directly or indirectly, meaningful input into government 14 decision-making on issues where there is room for principled 15 disagreement on goals or their implementation, or who is 16 otherwise exempt under the Secretary of State Merit Employment 17 Code; employees in the Office of the Secretary of State who are completely exempt from jurisdiction B of the Secretary of State 18 19 Merit Employment Code and who are in Rutan-exempt positions on 20 or after April 5, 2013 (the effective date of Public Act 21 97-1172); a person who is а State employee under the 22 jurisdiction of the Treasurer who holds a position that is 23 exempt from the State Treasurer Employment Code; any employee of a State agency who (i) holds the title or position of, or 24 25 exercises substantially similar duties as a legislative 26 liaison, Agency General Counsel, Agency Chief of Staff, Agency HB5935 Engrossed - 13 - LRB098 17728 KTG 54974 b

Executive Director, Agency Deputy Director, Agency Chief 1 2 Fiscal Officer, Agency Human Resources Director, Public Information Officer, or Chief Information Officer and (ii) was 3 neither included in a bargaining unit nor subject to an active 4 5 petition for certification in a bargaining unit; any employee 6 (i) is in a position of а State agency who that is 7 Rutan-exempt, as designated by the employer, and completely exempt from jurisdiction B of the Personnel Code and (ii) was 8 9 neither included in a bargaining unit nor subject to an active 10 petition for certification in a bargaining unit; any term 11 appointed employee of a State agency pursuant to Section 8b.18 12 or 8b.19 of the Personnel Code who was neither included in a 13 nor subject to active petition for bargaining unit an certification in a bargaining unit; any employment position 14 15 properly designated pursuant to Section 6.1 of this Act; 16 confidential employees; independent contractors; and 17 supervisors except as provided in this Act.

Home care and home health workers who function as personal 18 19 care attendants, personal assistants<del>,</del> and individual 20 maintenance home health workers and who also work under the Home Services Program under Section 3 of the Disabled Persons 21 22 Rehabilitation Act shall not be considered public employees for 23 any purposes not specifically provided for in Public Act 93-204 or Public Act 97-1158, including but not limited to, purposes 24 25 of vicarious liability in tort and purposes of statutory retirement or health insurance benefits. Home care and home 26

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health workers who function as personal care attendants, personal assistants, and individual maintenance home health workers and who also work under the Home Services Program under Section 3 of the Disabled Persons Rehabilitation Act shall not be covered by the State Employees Group Insurance Act of 1971 (5 ILCS 375/).

7 Child and day care home providers shall not be considered 8 public employees for any purposes not specifically provided for 9 in this amendatory Act of the 94th General Assembly, including 10 but not limited to, purposes of vicarious liability in tort and 11 purposes of statutory retirement or health insurance benefits. 12 Child and day care home providers shall not be covered by the 13 State Employees Group Insurance Act of 1971.

Notwithstanding Section 9, subsection (c), or any other provisions of this Act, all peace officers above the rank of captain in municipalities with more than 1,000,000 inhabitants shall be excluded from this Act.

(o) Except as otherwise in subsection (o-5), "public 18 employer" or "employer" means the State of Illinois; any 19 20 political subdivision of the State, unit of local government or school district; authorities including departments, divisions, 21 22 bureaus, boards, commissions, or other agencies of the 23 foregoing entities; and any person acting within the scope of his or her authority, express or implied, on behalf of those 24 25 entities in dealing with its employees. As of the effective 26 date of the amendatory Act of the 93rd General Assembly, but HB5935 Engrossed - 15 - LRB098 17728 KTG 54974 b

not before, the State of Illinois shall be considered the 1 2 employer of the personal care attendants and personal 3 assistants working under the Home Services Program under Section 3 of the Disabled Persons Rehabilitation Act, subject 4 5 to the limitations set forth in this Act and in the Disabled Persons Rehabilitation Act. As of January 29, 2013 (the 6 effective date of Public Act 97-1158), but not before except as 7 8 otherwise provided in this subsection (o), the State shall be 9 considered the employer of home care and home health workers 10 who function as personal care attendants, personal assistants, 11 and individual maintenance home health workers and who also 12 work under the Home Services Program under Section 3 of the 13 Disabled Persons Rehabilitation Act, no matter whether the State provides those services through direct fee-for-service 14 arrangements, with 15 the assistance of а managed care 16 organization or other intermediary, or otherwise, but subject 17 to the limitations set forth in this Act and the Disabled Persons Rehabilitation Act. The State shall not be considered 18 19 to be the employer of home care and home health workers who 20 function as personal care attendants, personal assistants, and individual maintenance home health workers and who also work 21 22 under the Home Services Program under Section 3 of the Disabled 23 Persons Rehabilitation Act, for any purposes not specifically provided for in Public Act 93-204 or Public Act 97-1158, 24 25 including but not limited to, purposes of vicarious liability 26 in tort and purposes of statutory retirement or health

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insurance benefits. Home care and home health workers who 1 2 function as personal care attendants, personal assistants, and individual maintenance home health workers and who also work 3 under the Home Services Program under Section 3 of the Disabled 4 5 Persons Rehabilitation Act shall not be covered by the State Employees Group Insurance Act of 1971 (5 ILCS 375/). As of the 6 7 effective date of this amendatory Act of the 94th General 8 Assembly but not before, the State of Illinois shall be 9 considered the employer of the day and child care home 10 providers participating in the child care assistance program 11 under Section 9A-11 of the Illinois Public Aid Code, subject to 12 the limitations set forth in this Act and in Section 9A-11 of 13 the Illinois Public Aid Code. The State shall not be considered to be the employer of child and day care home providers for any 14 15 purposes not specifically provided for in this amendatory Act 16 of the 94th General Assembly, including but not limited to, 17 purposes of vicarious liability in tort and purposes of statutory retirement or health insurance benefits. Child and 18 day care home providers shall not be covered by the State 19 20 Employees Group Insurance Act of 1971.

21 "Public employer" or "employer" as used in this Act, however, does not mean and shall not include the General 22 23 Assembly of the State of Illinois, the Executive Ethics Commission, the Offices of the Executive Inspectors General, 24 Legislative Ethics Commission, the 25 Office of the the Legislative Inspector General, the Office of the Auditor 26

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General's Inspector General, the Office of the Governor, the 1 2 Governor's Office of Management and Budget, the Illinois Finance Authority, the Office of the Lieutenant Governor, the 3 State Board of Elections, and educational employers 4 or 5 employers as defined in the Illinois Educational Labor 6 Relations Act, except with respect to a state university in its 7 employment of firefighters and peace officers and except with respect to a school district in the employment of peace 8 9 officers in its own police department in existence on the 10 effective date of this amendatory Act of the 96th General 11 Assembly. County boards and county sheriffs shall be designated 12 as joint or co-employers of county peace officers appointed 13 under the authority of a county sheriff. Nothing in this subsection (o) shall be construed to prevent the State Panel or 14 15 the Local Panel from determining that employers are joint or 16 co-employers.

17 (o-5) With respect to wages, fringe benefits, hours, 18 holidays, vacations, proficiency examinations, sick leave, and 19 other conditions of employment, the public employer of public 20 employees who are court reporters, as defined in the Court 21 Reporters Act, shall be determined as follows:

(1) For court reporters employed by the Cook County
Judicial Circuit, the chief judge of the Cook County
Circuit Court is the public employer and employer
representative.

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(2) For court reporters employed by the 12th, 18th,

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19th, and, on and after December 4, 2006, the 22nd judicial
 circuits, a group consisting of the chief judges of those
 circuits, acting jointly by majority vote, is the public
 employer and employer representative.

5 (3) For court reporters employed by all other judicial 6 circuits, a group consisting of the chief judges of those 7 circuits, acting jointly by majority vote, is the public 8 employer and employer representative.

9 "Security employee" means an employee (p) who is 10 responsible for the supervision and control of inmates at 11 correctional facilities. The term also includes other 12 non-security employees in bargaining units having the majority of employees being responsible for the supervision and control 13 14 of inmates at correctional facilities.

(q) "Short-term employee" means an employee who is employed for less than 2 consecutive calendar quarters during a calendar year and who does not have a reasonable assurance that he or she will be rehired by the same employer for the same service in a subsequent calendar year.

20 (q-5) "State agency" means an agency directly responsible 21 to the Governor, as defined in Section 3.1 of the Executive 22 Reorganization Implementation Act, and the Illinois Commerce 23 Commission, the Illinois Workers' Compensation Commission, the 24 Civil Service Commission, the Pollution Control Board, the 25 Illinois Racing Board, and the Department of State Police Merit 26 Board. HB5935 Engrossed - 19 - LRB098 17728 KTG 54974 b

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(r) "Supervisor" is:

2 (1) An employee whose principal work is substantially different from that of his or her subordinates and who has 3 authority, in the interest of the employer, to hire, 4 5 transfer, suspend, lay off, recall, promote, discharge, direct, reward, or discipline employees, to adjust their 6 7 grievances, or to effectively recommend any of those 8 actions, if the exercise of that authority is not of a 9 merely routine or clerical nature, but requires the 10 consistent use of independent judgment. Except with 11 respect to police employment, the term "supervisor" 12 includes only those individuals who devote a preponderance of their employment time to exercising that authority, 13 14 supervisors notwithstanding. Nothing in State this 15 definition prohibits an individual from also meeting the 16 definition of "managerial employee" under subsection (j) 17 of this Section. In addition, in determining supervisory 18 status in police employment, rank shall not be 19 determinative. The Board shall consider, as evidence of 20 bargaining unit inclusion or exclusion, the common law 21 enforcement policies and relationships between police 22 officer ranks and certification under applicable civil 23 service law, ordinances, personnel codes, or Division 2.1 24 of Article 10 of the Illinois Municipal Code, but these 25 factors shall not be the sole or predominant factors 26 considered by the Board in determining police supervisory HB5935 Engrossed

status.

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2 Notwithstanding the provisions of the preceding 3 in determining supervisory status paragraph, in fire fighter employment, no fire fighter shall be excluded as a 4 5 supervisor who has established representation rights under Section 9 of this Act. Further, in new fire fighter units, 6 7 employees shall consist of fire fighters of the rank of 8 company officer and below. If a company officer otherwise 9 qualifies as a supervisor under the preceding paragraph, 10 however, he or she shall not be included in the fire 11 fighter unit. If there is no rank between that of chief and 12 the highest company officer, the employer may designate a 13 position on each shift as a Shift Commander, and the persons occupying those positions shall be supervisors. 14 15 All other ranks above that of company officer shall be 16 supervisors.

17 (2) With respect only to State employees in positions under the jurisdiction of the Attorney General, Secretary 18 19 of State, Comptroller, or Treasurer (i) that were certified in a bargaining unit on or after December 2, 2008, (ii) for 20 which a petition is filed with the Illinois Public Labor 21 22 Relations Board on or after April 5, 2013 (the effective 23 date of Public Act 97-1172), or (iii) for which a petition is pending before the Illinois Public Labor Relations Board 24 25 on that date, an employee who qualifies as a supervisor under (A) Section 152 of the National Labor Relations Act 26

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(B) orders of the National Labor Relations Board 1 and interpreting that provision or decisions of courts reviewing decisions of the National Labor Relations Board.

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(s) (1) "Unit" means a class of jobs or positions that are 4 5 held by employees whose collective interests may suitably be represented by a labor organization for collective bargaining. 6 7 Except with respect to non-State fire fighters and paramedics 8 employed by fire departments and fire protection districts, 9 non-State peace officers, and peace officers in the Department 10 of State Police, a bargaining unit determined by the Board 11 shall not include both employees and supervisors, or 12 supervisors only, except as provided in paragraph (2) of this 13 subsection (s) and except for bargaining units in existence on July 1, 1984 (the effective date of this Act). With respect to 14 15 non-State fire fighters and paramedics employed by fire 16 departments and fire protection districts, non-State peace 17 officers, and peace officers in the Department of State Police, a bargaining unit determined by the Board shall not include 18 19 both supervisors and nonsupervisors, or supervisors only, 20 except as provided in paragraph (2) of this subsection (s) and except for bargaining units in existence on January 1, 1986 21 22 (the effective date of this amendatory Act of 1985). A 23 bargaining unit determined by the Board to contain peace officers shall contain no employees other than peace officers 24 25 unless otherwise agreed to by the employer and the labor 26 organization or labor organizations involved. Notwithstanding HB5935 Engrossed - 22 - LRB098 17728 KTG 54974 b

any other provision of this Act, a bargaining unit, including a 1 2 historical bargaining unit, containing sworn peace officers of the Department of Natural Resources (formerly designated the 3 Department of Conservation) shall contain no employees other 4 5 than such sworn peace officers upon the effective date of this 6 amendatory Act of 1990 or upon the expiration date of any 7 collective bargaining agreement in effect upon the effective date of this amendatory Act of 1990 covering both such sworn 8 9 peace officers and other employees.

10 (2) Notwithstanding the exclusion of supervisors from 11 bargaining units as provided in paragraph (1) of this 12 subsection (s), a public employer may agree to permit its 13 supervisory employees to form bargaining units and may bargain 14 with those units. This Act shall apply if the public employer 15 chooses to bargain under this subsection.

16 (3) Public employees who are court reporters, as defined in 17 the Court Reporters Act, shall be divided into 3 units for collective bargaining purposes. One unit shall be court 18 19 reporters employed by the Cook County Judicial Circuit; one 20 unit shall be court reporters employed by the 12th, 18th, 19th, and, on and after December 4, 2006, the 22nd judicial circuits; 21 22 and one unit shall be court reporters employed by all other 23 judicial circuits.

(t) "Active petition for certification in a bargaining
unit" means a petition for certification filed with the Board
under one of the following case numbers: S-RC-11-110;

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1	S-RC-11-098;	S-UC-11-080;	S-RC-11-086;	S-RC-11-074;
2	S-RC-11-076;	S-RC-11-078;	S-UC-11-052;	S-UC-11-054;
3	S-RC-11-062;	S-RC-11-060;	S-RC-11-042;	S-RC-11-014;
4	S-RC-11-016;	S-RC-11-020;	S-RC-11-030;	S-RC-11-004;
5	S-RC-10-244;	S-RC-10-228;	S-RC-10-222;	S-RC-10-220;
6	S-RC-10-214;	S-RC-10-196;	S-RC-10-194;	S-RC-10-178;
7	S-RC-10-176;	S-RC-10-162;	S-RC-10-156;	S-RC-10-088;
8	S-RC-10-074;	S-RC-10-076;	S-RC-10-078;	S-RC-10-060;
9	S-RC-10-070;	S-RC-10-044;	S-RC-10-038;	S-RC-10-040;
10	S-RC-10-042;	S-RC-10-018;	S-RC-10-024;	S-RC-10-004;
11	S-RC-10-006;	S-RC-10-008;	S-RC-10-010;	S-RC-10-012;
12	S-RC-09-202;	S-RC-09-182;	S-RC-09-180;	S-RC-09-156;
13	S-UC-09-196;	S-UC-09-182;	S-RC-08-130; S-H	RC-07-110; or
14	S-RC-07-100.			
15	(Source: P.A.	97-586, eff.	8-26-11; 97-1158,	eff. 1-29-13;

15 (Source: P.A. 97-586, eff. 8-26-11; 97-1158, eff. 1-29-13;
16 97-1172, eff. 4-5-13; 98-100, eff. 7-19-13.)

17 (5 ILCS 315/7) (from Ch. 48, par. 1607)

18 Sec. 7. Duty to bargain. A public employer and the 19 exclusive representative have the authority and the duty to 20 bargain collectively set forth in this Section.

For the purposes of this Act, "to bargain collectively" means the performance of the mutual obligation of the public employer or his designated representative and the representative of the public employees to meet at reasonable times, including meetings in advance of the budget-making HB5935 Engrossed - 24 - LRB098 17728 KTG 54974 b

process, and to negotiate in good faith with respect to wages, hours, and other conditions of employment, not excluded by Section 4 of this Act, or the negotiation of an agreement, or any question arising thereunder and the execution of a written contract incorporating any agreement reached if requested by either party, but such obligation does not compel either party to agree to a proposal or require the making of a concession.

The duty "to bargain collectively" shall also include an 8 9 obligation to negotiate over any matter with respect to wages, 10 hours and other conditions of employment, not specifically 11 provided for in any other law or not specifically in violation 12 of the provisions of any law. If any other law pertains, in part, to a matter affecting the wages, hours and other 13 conditions of employment, such other law shall not be construed 14 as limiting the duty "to bargain collectively" and to enter 15 16 into collective bargaining agreements containing clauses which 17 either supplement, implement, or relate to the effect of such provisions in other laws. 18

The duty "to bargain collectively" shall also include 19 20 negotiations as to the terms of a collective bargaining agreement. The parties may, by mutual agreement, provide for 21 22 arbitration of impasses resulting from their inability to agree 23 upon wages, hours and terms and conditions of employment to be 24 included in а collective bargaining agreement. Such 25 arbitration provisions shall be subject to the Illinois 26 "Uniform Arbitration Act" unless agreed by the parties.

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1 The duty "to bargain collectively" shall also mean that no 2 party to a collective bargaining contract shall terminate or 3 modify such contract, unless the party desiring such 4 termination or modification:

5 (1) serves a written notice upon the other party to the 6 contract of the proposed termination or modification 60 7 days prior to the expiration date thereof, or in the event 8 such contract contains no expiration date, 60 days prior to 9 the time it is proposed to make such termination or 10 modification;

(2) offers to meet and confer with the other party for the purpose of negotiating a new contract or a contract containing the proposed modifications;

14 (3) notifies the Board within 30 days after such notice
15 of the existence of a dispute, provided no agreement has
16 been reached by that time; and

(4) continues in full force and effect, without resorting to strike or lockout, all the terms and conditions of the existing contract for a period of 60 days after such notice is given to the other party or until the expiration date of such contract, whichever occurs later.

The duties imposed upon employers, employees and labor organizations by paragraphs (2), (3) and (4) shall become inapplicable upon an intervening certification of the Board, under which the labor organization, which is a party to the contract, has been superseded as or ceased to be the exclusive HB5935 Engrossed - 26 - LRB098 17728 KTG 54974 b

representative of the employees pursuant to the provisions of subsection (a) of Section 9, and the duties so imposed shall not be construed as requiring either party to discuss or agree to any modification of the terms and conditions contained in a contract for a fixed period, if such modification is to become effective before such terms and conditions can be reopened under the provisions of the contract.

8 Collective bargaining for home care and home health workers 9 who function as personal care attendants, personal assistants, 10 and individual maintenance home health workers under the Home 11 Services Program shall be limited to the terms and conditions 12 of employment under the State's control, as defined in Public 13 Act 93-204 or this amendatory Act of the 97th General Assembly, 14 as applicable.

15 Collective bargaining for child and day care home providers 16 under the child care assistance program shall be limited to the 17 terms and conditions of employment under the State's control, 18 as defined in this amendatory Act of the 94th General Assembly.

Notwithstanding any other provision of this Section, 19 20 whenever collective bargaining is for the purpose of 21 establishing an initial agreement following original 22 certification of units with fewer than 35 employees, with 23 respect to public employees other than peace officers, fire fighters, and security employees, the following apply: 24

(1) Not later than 10 days after receiving a written
 request for collective bargaining from a labor

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1 organization that has been newly certified as а 2 representative as defined in Section 6(c), or within such 3 further period as the parties agree upon, the parties shall meet and commence to bargain collectively and shall make 4 5 every reasonable effort to conclude and sign a collective 6 bargaining agreement.

7 (2) If anytime after the expiration of the 90-day 8 period beginning on the date on which bargaining is 9 commenced the parties have failed to reach an agreement, 10 either party may notify the Illinois Public Labor Relations 11 Board of the existence of a dispute and request mediation 12 in accordance with the provisions of Section 14 of this 13 Act.

14 (3) If after the expiration of the 30-day period beginning on the date on which mediation commenced, or such 15 16 additional period as the parties may agree upon, the 17 mediator is not able to bring the parties to agreement by conciliation, either the exclusive representative of the 18 19 employees or the employer may request of the other, in 20 writing, arbitration and shall submit a copy of the request 21 to the board. Upon submission of the request for 22 arbitration, the parties shall be required to participate 23 in the impasse arbitration procedures set forth in Section 24 14 of this Act, except the right to strike shall not be 25 considered waived pursuant to Section 17 of this Act, until 26 the actual convening of the arbitration hearing.

(Source: P.A. 96-598, eff. 1-1-10; 97-1158, eff. 1-29-13.) 1 Section 10. The Disabled Persons Rehabilitation Act is 2 3 amended by changing Section 3 and by adding Section 5b as 4 follows: 5 (20 ILCS 2405/3) (from Ch. 23, par. 3434) (Text of Section from P.A. 97-732) 6 7 Sec. 3. Powers and duties. The Department shall have the 8 powers and duties enumerated herein: 9 (a) To co-operate with the federal government in the 10 administration of the provisions of the federal Rehabilitation Act of 1973, as amended, of the Workforce Investment Act of 11 1998, and of the federal Social Security Act to the extent and 12 in the manner provided in these Acts. 13 14 (b) To prescribe and supervise such courses of vocational 15 training and provide such other services as may be necessary for the habilitation and rehabilitation of persons with one or 16 more disabilities, including the administrative activities 17 under subsection (c) of this Section, and to co-operate with 18 State and local school authorities and other recognized 19 agencies engaged in habilitation, rehabilitation and 20 comprehensive rehabilitation services; and to cooperate with 21 the Department of Children and Family Services regarding the 22 care and education of children with one or more disabilities. 23 24 (c) (Blank).

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1	(d) To report in writing, to the Governor, annually on or
2	before the first day of December, and at such other times and
3	in such manner and upon such subjects as the Governor may
4	require. The annual report shall contain (1) a statement of the
5	existing condition of comprehensive rehabilitation services,
6	habilitation and rehabilitation in the State; (2) a statement
7	of suggestions and recommendations with reference to the
8	development of comprehensive rehabilitation services,
9	habilitation and rehabilitation in the State; and (3) an
10	itemized statement of the amounts of money received from
11	federal, State and other sources, and of the objects and
12	purposes to which the respective items of these several amounts
13	have been devoted.
14	<del>(c) (Blank).</del>
15	(f) To establish a program of services to prevent
16	unnecessary institutionalization of persons with Alzheimer's
17	disease and related disorders or persons in need of long term
18	care who are established as blind or disabled as defined by the
19	Social Security Act, thereby enabling them to remain in their
20	own homes or other living arrangements. Such preventive
21	services may include, but are not limited to, any or all of the
<u></u>	felles, in a

- 22 following:
- 23 (1) home health services;
- 24 (2) home nursing services;
- 25 (3) homemaker services;
- 26 (4) chore and housekeeping services;

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1	(5) day care services;
2	(6) home-delivered meals;
3	(7) education in self-care;
4	(8) personal care services;
5	(9) adult day health services;
6	(10) habilitation services;
7	(11) respite care; or
8	(12) other nonmedical social services that may enable
9	the person to become self supporting.
10	The Department shall establish eligibility standards for
11	such services taking into consideration the unique economic and
12	social needs of the population for whom they are to be
13	provided. Such eligibility standards may be based on the
14	recipient's ability to pay for services; provided, however,
15	that any portion of a person's income that is equal to or less
16	than the "protected income" level shall not be considered by
17	the Department in determining eligibility. The "protected
18	income" level shall be determined by the Department, shall
19	never be less than the federal poverty standard, and shall be
20	adjusted each year to reflect changes in the Consumer Price
21	Index For All Urban Consumers as determined by the United
22	States Department of Labor. The standards must provide that a
23	person may have not more than \$10,000 in assets to be eligible
24	for the services, and the Department may increase the asset
25	limitation by rule. Additionally, in determining the amount and
26	nature of services for which a person may qualify,

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consideration shall not be given to the value of cash, property
or other assets held in the name of the person's spouse
pursuant to a written agreement dividing marital property into
equal but separate shares or pursuant to a transfer of the
person's interest in a home to his spouse, provided that the
spouse's share of the marital property is not made available to
the person seeking such services.

The services shall be provided to eligible persons 8 to prevent unnecessary or premature institutionalization, to the 9 10 extent that the cost of the services, together with the other 11 personal maintenance expenses of the persons, are reasonably 12 related to the standards established for care in a group facility appropriate to their condition. These 13 non-institutional services, pilot projects or experimental 14 facilities may be provided as part of or in addition to those 15 16 authorized by federal law or those funded and administered by 17 the Illinois Department on Aging. The Department shall set rates and fees for services in a fair and equitable manner. 18 Services identical to those offered by the Department on Aging 19 20 shall be paid at the same rate.

21

Personal care attendants shall be paid:

22 (i) A \$5 per hour minimum rate beginning July 1, 1995.
23 (ii) A \$5.30 per hour minimum rate beginning July 1,
24 1997.

25 (iii) A \$5.40 per hour minimum rate beginning July 1, 26 1998.

1	Solely for the purposes of coverage under the Illinois
2	Public Labor Relations Act (5 ILCS 315/), personal care
3	attendants and personal assistants providing services under
4	the Department's Home Services Program shall be considered to
5	be public employees and the State of Illinois shall be
6	considered to be their employer as of the effective date of
7	this amendatory Act of the 93rd General Assembly, but not
8	before. The State shall engage in collective bargaining with an
9	exclusive representative of personal care attendants and
10	personal assistants working under the Home Services Program
11	concerning their terms and conditions of employment that are
12	within the State's control. Nothing in this paragraph shall be
13	understood to limit the right of the persons receiving services
14	defined in this Section to hire and fire personal care
15	attendants and personal assistants or supervise them within the
16	limitations set by the Home Services Program. The State shall
17	not be considered to be the employer of personal care
18	attendants and personal assistants for any purposes not
19	specifically provided in this amendatory Act of the 93rd
20	General Assembly, including but not limited to, purposes of
21	vicarious liability in tort and purposes of statutory
22	retirement or health insurance benefits. Personal care
23	attendants and personal assistants shall not be covered by the
24	State Employees Group Insurance Act of 1971 (5 ILCS 375/).
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25 The Department shall execute, relative to the nursing home
26 prescreening project, as authorized by Section 4.03 of the

Illinois Act on the Aging, written inter-agency agreements with 1 2 the Department on Aging and the Department of Public Aid (now Department of Healthcare and Family Services), to effect the 3 following: (i) intake procedures and common eligibility 4 5 criteria for those persons who are receiving non institutional services; and (ii) the establishment and development of 6 7 non institutional services in areas of the State where they are not currently available or are undeveloped. On and after July 8 9 1, 1996, all nursing home prescreenings for individuals 18 10 through 59 years of age shall be conducted by the Department.

11 The Department is authorized to establish a system of 12 recipient cost-sharing for services provided under this Section. The cost-sharing shall be based upon the recipient's 13 ability to pay for services, but in no case shall the 14 recipient's share exceed the actual cost of the services 15 16 provided. Protected income shall not be considered by the 17 Department in its determination of the recipient's ability to pay a share of the cost of services. The level of cost sharing 18 shall be adjusted each year to reflect changes in the 19 "protected income" level. The Department shall deduct from the 20 recipient's share of the cost of services any money expended by 21 22 the recipient for disability-related expenses.

23 The Department, or the Department's authorized 24 representative, shall recover the amount of moneys expended for 25 services provided to or in behalf of a person under this 26 Section by a claim against the person's estate or against the

estate of the person's surviving spouse, but no recovery may be 1 2 had until after the death of the surviving spouse, if any, and then only at such time when there is no surviving child who is 3 under age 21, blind, or permanently and totally disabled. This 4 5 paragraph, however, shall not bar recovery, at the death of the person, of moneys for services provided to the person or in 6 7 behalf of the person under this Section to which the person was not entitled; provided that such recovery shall not be enforced 8 against any real estate while it is occupied as a homestead by 9 10 the surviving spouse or other dependent, if no claims by other 11 ereditors have been filed against the estate, or, if such 12 claims have been filed, they remain dormant for failure of prosecution or failure of the claimant to compel administration 13 of the estate for the purpose of payment. This paragraph shall 14 not bar recovery from the estate of a spouse, under Sections 15 16 1915 and 1924 of the Social Security Act and Section 5 4 of the 17 Illinois Public Aid Code, who precedes a person receiving services under this Section in death. All moneys for services 18 paid to or in behalf of the person under this Section shall be 19 20 claimed for recovery from the deceased spouse's estate. "Homestead", as used in this paragraph, means the dwelling 21 22 house and contiguous real estate occupied by a surviving spouse or relative, as defined by the rules and regulations of 23 the Department of Healthcare and Family Services, regardless of the 24 25 value of the property.

26 The Department and the Department on Aging shall cooperate

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in the development and submission of an annual report on programs and services provided under this Section. Such joint report shall be filed with the Governor and the General Assembly on or before March 30 each year.

5 The requirement for reporting to the General Assembly shall 6 be satisfied by filing copies of the report with the Speaker, 7 the Minority Leader and the Clerk of the House of Representatives and the President, the Minority Leader and the 8 Secretary of the Senate and the Legislative Research Unit, as 9 10 required by Section 3.1 of the General Assembly Organization 11 Act, and filing additional copies with the State Government 12 Report Distribution Center for the General Assembly as required under paragraph (t) of Section 7 of the State Library Act. 13

14 (g) To establish such subdivisions of the Department as 15 shall be desirable and assign to the various subdivisions the 16 responsibilities and duties placed upon the Department by law.

17 (h) To cooperate and enter into any necessary agreements 18 with the Department of Employment Security for the provision of 19 job placement and job referral services to clients of the 20 Department, including job service registration of such clients 21 with Illinois Employment Security offices and making job 22 listings maintained by the Department of Employment Security 23 available to such clients.

24 (i) To possess all powers reasonable and necessary for the
 25 exercise and administration of the powers, duties and
 26 responsibilities of the Department which are provided for by

1 <del>law.</del>

2 (j) To establish a procedure whereby new providers of 3 personal care attendant services shall submit vouchers to the 4 State for payment two times during their first month of 5 employment and one time per month thereafter. In no case shall 6 the Department pay personal care attendants an hourly wage that 7 is less than the federal minimum wage.

8 (k) To provide adequate notice to providers of chore and 9 housekeeping services informing them that they are entitled to 10 an interest payment on bills which are not promptly paid 11 pursuant to Section 3 of the State Prompt Payment Act.

12 (1) To establish, operate and maintain a Statewide Housing Clearinghouse of information on available, government 13 subsidized housing accessible to disabled persons and 14 available privately owned housing accessible to disabled 15 16 persons. The information shall include but not be limited to 17 the location, rental requirements, access features and proximity to public transportation of available housing. The 18 Clearinghouse shall consist of at least a computerized database 19 20 for the storage and retrieval of information and a separate or shared toll free telephone number for use by those seeking 21 22 information from the Clearinghouse. Department offices and personnel throughout the State shall also assist in 23 the operation of the Statewide Housing Clearinghouse. Cooperation 24 25 with local, State and federal housing managers shall be sought 26 and extended in order to frequently and promptly update the 1 Clearinghouse's information.

2 (m) To assure that the names and case records of persons who received or are receiving services from the Department, 3 including persons receiving vocational rehabilitation, home 4 5 services, or other services, and those attending one of the Department's schools or other supervised facility shall be 6 7 confidential and not be open to the general public. Those case 8 records and reports or the information contained in those 9 records and reports shall be disclosed by the Director only to 10 proper law enforcement officials, individuals authorized by a 11 court, the General Assembly or any committee or commission of 12 the General Assembly, and other persons and for reasons as the Director designates by rule. Disclosure by the Director may be 13 only in accordance with other applicable law. 14

15 (Source: P.A. 97-732, eff. 6-30-12.)

16 (Text of Section from P.A. 97-1019)

Sec. 3. Powers and duties. The Department shall have the powers and duties enumerated herein:

(a) To co-operate with the federal government in the administration of the provisions of the federal Rehabilitation Act of 1973, as amended, of the Workforce Investment Act of 1998, and of the federal Social Security Act to the extent and in the manner provided in these Acts.

(b) To prescribe and supervise such courses of vocationaltraining and provide such other services as may be necessary

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for the habilitation and rehabilitation of persons with one or 1 2 more disabilities, including the administrative activities under subsection (e) of this Section, and to co-operate with 3 State and local school authorities and other recognized 4 5 agencies engaged in habilitation, rehabilitation and comprehensive rehabilitation services; and to cooperate with 6 7 the Department of Children and Family Services regarding the care and education of children with one or more disabilities. 8

(c) (Blank).

9

10 (d) To report in writing, to the Governor, annually on or 11 before the first day of December, and at such other times and 12 in such manner and upon such subjects as the Governor may 13 require. The annual report shall contain (1) a statement of the existing condition of comprehensive rehabilitation services, 14 15 habilitation and rehabilitation in the State; (2) a statement 16 of suggestions and recommendations with reference to the 17 comprehensive rehabilitation development of services, habilitation and rehabilitation in the State; and (3) an 18 itemized statement of the amounts of money received from 19 federal, State and other sources, and of the objects and 20 21 purposes to which the respective items of these several amounts 22 have been devoted.

23 (e) (Blank).

(f) To establish a program of services to prevent the unnecessary institutionalization of persons in need of long term care and who meet the criteria for blindness or disability HB5935 Engrossed

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as defined by the Social Security Act, thereby enabling them to 1 2 remain in their own homes. Such preventive services include any or all of the following: 3 (1) personal assistant services; 4 5 (2) homemaker services; (3) home-delivered meals; 6 (4) adult day care services; 7 8 (5) respite care; 9 (6) home modification or assistive equipment; 10 (7) home health services; 11 (8) electronic home response; 12 (9) brain injury behavioral/cognitive services; 13 (10) brain injury habilitation; 14 (11) brain injury pre-vocational services; or 15 (12) brain injury supported employment. 16 The Department shall establish eligibility standards for 17 such services taking into consideration the unique economic and social needs of the population for whom they are to be 18

19 provided. Such eligibility standards may be based on the 20 recipient's ability to pay for services; provided, however, that any portion of a person's income that is equal to or less 21 22 than the "protected income" level shall not be considered by 23 the Department in determining eligibility. The "protected income" level shall be determined by the Department, shall 24 25 never be less than the federal poverty standard, and shall be 26 adjusted each year to reflect changes in the Consumer Price HB5935 Engrossed - 40 - LRB098 17728 KTG 54974 b

1 Index For All Urban Consumers as determined by the United 2 States Department of Labor. The standards must provide that a 3 person may not have more than \$10,000 in assets to be eligible 4 for the services, and the Department may increase or decrease 5 the asset limitation by rule. The Department may not decrease 6 the asset level below \$10,000.

The services shall be provided, as established by the 7 8 Department by rule, to eligible persons to prevent unnecessary 9 or premature institutionalization, to the extent that the cost 10 of the services, together with the other personal maintenance 11 expenses of the persons, are reasonably related to the 12 standards established for care in a group facility appropriate 13 to their condition. These non-institutional services, pilot 14 projects or experimental facilities may be provided as part of 15 or in addition to those authorized by federal law or those 16 funded and administered by the Illinois Department on Aging. 17 The Department shall set rates and fees for services in a fair and equitable manner. Services identical to those offered by 18 19 the Department on Aging shall be paid at the same rate.

Personal assistants shall be paid at a rate negotiated between the State and an exclusive representative of personal assistants under a collective bargaining agreement. In no case shall the Department pay personal assistants an hourly wage that is less than the federal minimum wage.

Solely for the purposes of coverage under the Illinois
Public Labor Relations Act (5 ILCS 315/), personal assistants

providing services under the Department's Home Services 1 2 Program shall be considered to be public employees and the State of Illinois shall be considered to be their employer as 3 4 of the effective date of this amendatory Act of the 93rd 5 General Assembly, but not before. Solely for the purposes of 6 coverage under the Illinois Public Labor Relations Act, home 7 care and home health workers who function as personal assistants and individual maintenance home health workers and 8 9 who also provide services under the Department's Home Services 10 Program shall be considered to be public employees, no matter 11 whether the State provides such services through direct 12 fee-for-service arrangements, with the assistance of a managed 13 care organization or other intermediary, or otherwise, and the 14 State of Illinois shall be considered to be the employer of those persons as of January 29, 2013 (the effective date of 15 16 Public Act 97-1158), but not before except as otherwise 17 provided under this subsection (f). The State shall engage in collective bargaining with an exclusive representative of home 18 19 care and home health workers who function as personal 20 assistants and individual maintenance home health workers 21 working under the Home Services Program concerning their terms 22 and conditions of employment that are within the State's 23 control. Nothing in this paragraph shall be understood to limit the right of the persons receiving services defined in this 24 25 Section to hire and fire home care and home health workers who function as personal assistants and individual maintenance 26

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home health workers working under the Home Services Program or 1 2 to supervise them within the limitations set by the Home Services Program. The State shall not be considered to be the 3 employer of home care and home health workers who function as 4 5 personal assistants and individual maintenance home health workers working under the Home Services Program for any 6 7 purposes not specifically provided in Public Act 93-204 or 8 Public Act 97-1158 this amendatory Act of the 93rd General 9 Assembly, including but not limited to, purposes of vicarious 10 liability in tort and purposes of statutory retirement or 11 health insurance benefits. Home care and home health workers 12 who function as personal Personal assistants and individual 13 maintenance home health workers and who also provide services 14 under the Department's Home Services Program shall not be 15 covered by the State Employees Group Insurance Act of 1971 (5 16 ILCS 375/).

17 The Department shall execute, relative to nursing home prescreening, as authorized by Section 4.03 of the Illinois Act 18 the 19 the Aging, written inter-agency agreements with on 20 Department on Aging and the Department of Healthcare and Family Services, to effect the intake procedures and eligibility 21 22 criteria for those persons who may need long term care. On and 23 after July 1, 1996, all nursing home prescreenings for individuals 18 through 59 years of age shall be conducted by 24 25 the Department, or a designee of the Department.

26 The Department is authorized to establish a system of

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recipient cost-sharing for services provided under 1 this 2 Section. The cost-sharing shall be based upon the recipient's ability to pay for services, but in no case shall the 3 recipient's share exceed the actual cost of the services 4 5 provided. Protected income shall not be considered by the 6 Department in its determination of the recipient's ability to 7 pay a share of the cost of services. The level of cost-sharing 8 shall be adjusted each year to reflect changes in the 9 "protected income" level. The Department shall deduct from the 10 recipient's share of the cost of services any money expended by 11 the recipient for disability-related expenses.

12 To the extent permitted under the federal Social Security 13 the Department's Act, the Department, or authorized 14 representative, may recover the amount of moneys expended for 15 services provided to or in behalf of a person under this 16 Section by a claim against the person's estate or against the 17 estate of the person's surviving spouse, but no recovery may be had until after the death of the surviving spouse, if any, and 18 19 then only at such time when there is no surviving child who is 20 under age 21, blind, or permanently and totally disabled. This 21 paragraph, however, shall not bar recovery, at the death of the 22 person, of moneys for services provided to the person or in 23 behalf of the person under this Section to which the person was not entitled; provided that such recovery shall not be enforced 24 25 against any real estate while it is occupied as a homestead by 26 the surviving spouse or other dependent, if no claims by other

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creditors have been filed against the estate, or, if such 1 2 claims have been filed, they remain dormant for failure of prosecution or failure of the claimant to compel administration 3 of the estate for the purpose of payment. This paragraph shall 4 5 not bar recovery from the estate of a spouse, under Sections 6 1915 and 1924 of the Social Security Act and Section 5-4 of the 7 Illinois Public Aid Code, who precedes a person receiving services under this Section in death. All moneys for services 8 9 paid to or in behalf of the person under this Section shall be 10 claimed for recovery from the deceased spouse's estate. 11 "Homestead", as used in this paragraph, means the dwelling 12 house and contiguous real estate occupied by a surviving spouse or relative, as defined by the rules and regulations of the 13 Department of Healthcare and Family Services, regardless of the 14 15 value of the property.

16 The Department shall submit an annual report on programs 17 and services provided under this Section. The report shall be 18 filed with the Governor and the General Assembly on or before 19 March 30 each year.

20 The requirement for reporting to the General Assembly shall be satisfied by filing copies of the report with the Speaker, 21 22 Minority Leader and the Clerk of the House the of 23 Representatives and the President, the Minority Leader and the 24 Secretary of the Senate and the Legislative Research Unit, as required by Section 3.1 of the General Assembly Organization 25 Act, and filing additional copies with the State Government 26

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- Report Distribution Center for the General Assembly as required 1 2 under paragraph (t) of Section 7 of the State Library Act.
- 3

4

(q) To establish such subdivisions of the Department as shall be desirable and assign to the various subdivisions the 5 responsibilities and duties placed upon the Department by law.

6 (h) To cooperate and enter into any necessary agreements 7 with the Department of Employment Security for the provision of job placement and job referral services to clients of the 8 9 Department, including job service registration of such clients 10 with Illinois Employment Security offices and making job 11 listings maintained by the Department of Employment Security 12 available to such clients.

13 (i) To possess all powers reasonable and necessary for the 14 exercise and administration of the powers, duties and 15 responsibilities of the Department which are provided for by 16 law.

17 (j) (Blank).

18 (k) (Blank).

(1) To establish, operate and maintain a Statewide Housing 19 20 Clearinghouse of information on available, government to 21 subsidized housing accessible disabled persons and 22 available privately owned housing accessible to disabled 23 persons. The information shall include but not be limited to 24 the location, rental requirements, access features and 25 proximity to public transportation of available housing. The 26 Clearinghouse shall consist of at least a computerized database

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for the storage and retrieval of information and a separate or 1 2 shared toll free telephone number for use by those seeking 3 information from the Clearinghouse. Department offices and personnel throughout the State shall also assist in the 4 5 operation of the Statewide Housing Clearinghouse. Cooperation with local, State and federal housing managers shall be sought 6 7 and extended in order to frequently and promptly update the 8 Clearinghouse's information.

9 (m) To assure that the names and case records of persons 10 who received or are receiving services from the Department, 11 including persons receiving vocational rehabilitation, home 12 services, or other services, and those attending one of the 13 Department's schools or other supervised facility shall be 14 confidential and not be open to the general public. Those case 15 records and reports or the information contained in those 16 records and reports shall be disclosed by the Director only to 17 proper law enforcement officials, individuals authorized by a court, the General Assembly or any committee or commission of 18 19 the General Assembly, and other persons and for reasons as the 20 Director designates by rule. Disclosure by the Director may be only in accordance with other applicable law. 21

22 (Source: P.A. 97-1019, eff. 8-17-12.)

23 (Text of Section from P.A. 97-1158)

24 Sec. 3. Powers and duties. The Department shall have the 25 powers and duties enumerated herein: HB5935 Engrossed - 47 - LRB098 17728 KTG 54974 b

1 (a) To co-operate with the federal government in the 2 administration of the provisions of the federal Rehabilitation 3 Act of 1973, as amended, of the Workforce Investment Act of 4 1998, and of the federal Social Security Act to the extent and 5 in the manner provided in these Acts.

6 (b) To prescribe and supervise such courses of vocational 7 training and provide such other services as may be necessary for the habilitation and rehabilitation of persons with one or 8 more disabilities, including the administrative activities 9 10 under subsection (e) of this Section, and to co operate with 11 State and local school authorities and other recognized 12 agencies engaged in habilitation, rehabilitation and comprehensive rehabilitation services; and to cooperate with 13 the Department of Children and Family Services regarding the 14 care and education of children with one or more disabilities. 15

16 <del>(c) (Blank).</del>

17 (d) To report in writing, to the Governor, annually on or before the first day of December, and at such other times and 18 in such manner and upon such subjects as the Governor may 19 20 require. The annual report shall contain (1) a statement of the existing condition of comprehensive rehabilitation services, 21 22 habilitation and rehabilitation in the State; (2) a statement of suggestions and recommendations with reference to 23 the development of comprehensive rehabilitation services, 24 habilitation and rehabilitation in the State; and (3) an 25 26 itemized statement of the amounts of money received from HB5935 Engrossed - 48 - LRB098 17728 KTG 54974 b

1	federal, State and other sources, and of the objects and
2	purposes to which the respective items of these several amounts
3	have been devoted.
4	<del>(e) (Blank).</del>
5	(f) To establish a program of services to prevent
6	unnecessary institutionalization of persons with Alzheimer's
7	disease and related disorders or persons in need of long term
8	care who are established as blind or disabled as defined by the
9	Social Security Act, thereby enabling them to remain in their
10	own homes or other living arrangements. Such preventive
11	services may include, but are not limited to, any or all of the
12	following:
13	(1) home health services;
14	(2) home nursing services;
15	(3) homemaker services;
16	(4) chore and housekeeping services;
17	(5) day care services;
18	(6) home delivered meals;
19	(7) education in self care;
20	(8) personal care services;
21	(9) adult day health services;
22	(10) habilitation services;
23	(11) respite care; or
24	(12) other nonmedical social services that may enable
25	the person to become self-supporting.
26	The Department shall establish eligibility standards for

such services taking into consideration the unique economic and 1 2 social needs of the population for whom they are to be provided. Such eligibility standards may be based on the 3 recipient's ability to pay for services; provided, however, 4 5 that any portion of a person's income that is equal to or less than the "protected income" level shall not be considered by 6 7 the Department in determining eligibility. The "protected income" level shall be determined by the Department, shall 8 never be less than the federal poverty standard, and shall be 9 10 adjusted each year to reflect changes in the Consumer Price Index For All Urban Consumers as determined by the United 11 12 States Department of Labor. The standards must provide that a person may have not more than \$10,000 in assets to be eligible 13 for the services, and the Department may increase the asset 14 limitation by rule. Additionally, in determining the amount and 15 nature of services for which a person may qualify, 16 17 consideration shall not be given to the value of cash, property or other assets held in the name of the person's spouse 18 pursuant to a written agreement dividing marital property into 19 20 equal but separate shares or pursuant to a transfer of the person's interest in a home to his spouse, provided that the 21 22 spouse's share of the marital property is not made available to 23 the person seeking such services.

The services shall be provided to eligible persons to prevent unnecessary or premature institutionalization, to the extent that the cost of the services, together with the other HB5935 Engrossed - 50 -LRB098 17728 KTG 54974 b

personal maintenance expenses of the persons, are reasonably 1 2 related to the standards established for care in a group facility appropriate to their condition. These 3 non-institutional services, pilot projects or experimental 4 5 facilities may be provided as part of or in addition to those authorized by federal law or those funded and administered by 6 7 the Illinois Department on Aging. 8 Personal care attendants shall be paid: 9 (i) A \$5 per hour minimum rate beginning July 1, 1995. 10 (ii) A \$5.30 per hour minimum rate beginning July 1, 11 1997.12 (iii) A \$5.40 per hour minimum rate beginning July 1, 13 1998 14 Solely for the purposes of coverage under the Illinois Public Labor Relations Act (5 ILCS 315/), personal care 15 16 attendants and personal assistants providing services under 17 the Department's Home Services Program shall be considered to be public employees, and the State of Illinois shall be 18 considered to be their employer as of the effective date of 19 20 this amendatory Act of the 93rd General Assembly, but not 21 before. Solely for the purposes of coverage under the Illinois 22 Public Labor Relations Act, home care and home health workers 23 who function as personal care attendants, personal assistants, and individual maintenance home health workers and who also 24 25 provide services under the Department's Home Services Program 26 shall be considered to be public employees, no matter whether

the State provides such services through direct 1 2 fee-for-service arrangements, with the assistance of a managed care organization or other intermediary, or otherwise, and the 3 State of Illinois shall be considered to be the employer of 4 those persons as of the effective date of this amendatory Act 5 of the 97th General Assembly, but not before except as 6 otherwise provided under this subsection (f). The State shall 7 in collective bargaining with an exclusive 8 engage representative of home care and home health workers who 9 10 function as personal care attendants, personal assistants, and 11 individual maintenance home health workers working under the 12 Home Services Program concerning their terms and conditions of employment that are within the State's control. Nothing in this 13 paragraph shall be understood to limit the right of the persons 14 receiving services defined in this Section to hire and fire 15 16 home care and home health workers who function as personal care 17 attendants, personal assistants, and individual maintenance home health workers working under the Home Services Program or 18 to supervise them within the limitations set by the Home 19 Services Program. The State shall not be considered to be the 20 employer of home care and home health workers who function as 21 22 personal care attendants, personal assistants, and individual maintenance home health workers working under the Home Services 23 Program for any purposes not specifically provided in Public 24 Act 93-204 or this amendatory Act of the 97th General Assembly, 25 26 including but not limited to, purposes of vicarious liability in tort and purposes of statutory retirement or health insurance benefits. Home care and home health workers who function as personal care attendants, personal assistants, and individual maintenance home health workers and who also provide services under the Department's Home Services Program shall not be covered by the State Employees Group Insurance Act of 1971 (5-ILCS 375/).

The Department shall execute, relative to the nursing home 8 9 prescreening project, as authorized by Section 4.03 of the 10 Illinois Act on the Aging, written inter agency agreements with 11 the Department on Aging and the Department of Public Aid (now 12 Department of Healthcare and Family Services), to effect the following: (i) intake procedures and common eligibility 13 criteria for those persons who are receiving non-institutional 14 services; and (ii) the establishment and development of 15 16 non institutional services in areas of the State where they are 17 not currently available or are undeveloped. On and after July 1, 1996, all nursing home prescreenings for individuals 18 18 through 59 years of age shall be conducted by the Department. 19

The Department is authorized to establish a system of recipient cost-sharing for services provided under this Section. The cost-sharing shall be based upon the recipient's ability to pay for services, but in no case shall the recipient's share exceed the actual cost of the services provided. Protected income shall not be considered by the Department in its determination of the recipient's ability to pay a share of the cost of services. The level of cost-sharing shall be adjusted each year to reflect changes in the "protected income" level. The Department shall deduct from the recipient's share of the cost of services any money expended by the recipient for disability related expenses.

6 The Department, or the Department's authorized representative, shall recover the amount of moneys expended for 7 services provided to or in behalf of a person under 8 this 9 Section by a claim against the person's estate or against the estate of the person's surviving spouse, but no recovery may be 10 11 had until after the death of the surviving spouse, if any, and 12 then only at such time when there is no surviving child who is under age 21, blind, or permanently and totally disabled. This 13 paragraph, however, shall not bar recovery, at the death of the 14 15 person, of moneys for services provided to the person or in 16 behalf of the person under this Section to which the person was 17 not entitled; provided that such recovery shall not be enforced against any real estate while it is occupied as a homestead by 18 the surviving spouse or other dependent, if no claims by other 19 20 ereditors have been filed against the estate, or, if such claims have been filed, they remain dormant for failure of 21 22 prosecution or failure of the claimant to compel administration of the estate for the purpose of payment. This paragraph shall 23 not bar recovery from the estate of a spouse, under Sections 24 1915 and 1924 of the Social Security Act and Section 5-4 of the 25 26 Illinois Public Aid Code, who precedes a person receiving HB5935 Engrossed - 54 - LRB098 17728 KTG 54974 b

services under this Section in death. All moneys for services 1 paid to or in behalf of the person under this Section shall be 2 claimed for recovery from the deceased spouse's estate. 3 "Homestead", as used in this paragraph, means the dwelling 4 5 house and contiguous real estate occupied by a surviving spouse or relative, as defined by the rules and regulations of the 6 7 Department of Healthcare and Family Services, regardless of the 8 value of the property.

9 The Department and the Department on Aging shall cooperate 10 in the development and submission of an annual report on 11 programs and services provided under this Section. Such joint 12 report shall be filed with the Governor and the General 13 Assembly on or before March 30 each year.

The requirement for reporting to the General Assembly shall 14 be satisfied by filing copies of the report with the Speaker, 15 the Minority Leader and the Clerk of the House of 16 17 Representatives and the President, the Minority Leader and the Secretary of the Senate and the Legislative Research Unit, 18 23 required by Section 3.1 of the General Assembly Organization 19 20 Act, and filing additional copies with the State Government Report Distribution Center for the General Assembly as required 21 22 under paragraph (t) of Section 7 of the State Library Act.

23 (g) To establish such subdivisions of the Department as
24 shall be desirable and assign to the various subdivisions the
25 responsibilities and duties placed upon the Department by law.
26 (h) To cooperate and enter into any necessary agreements

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with the Department of Employment Security for the provision of job placement and job referral services to clients of the Department, including job service registration of such clients with Illinois Employment Security offices and making job listings maintained by the Department of Employment Security available to such clients.

7 (i) To possess all powers reasonable and necessary for the 8 exercise and administration of the powers, duties and 9 responsibilities of the Department which are provided for by 10 <del>law.</del>

11 (j) To establish a procedure whereby new providers of 12 personal care attendant services shall submit vouchers to the 13 State for payment two times during their first month of 14 employment and one time per month thereafter. In no case shall 15 the Department pay personal care attendants an hourly wage that 16 is less than the federal minimum wage.

17 (k) To provide adequate notice to providers of chore and 18 housekeeping services informing them that they are entitled to 19 an interest payment on bills which are not promptly paid 20 pursuant to Section 3 of the State Prompt Payment Act.

21 (1) To establish, operate and maintain a Statewide Housing 22 Clearinghouse of information on available, government 23 subsidized housing accessible to disabled persons and 24 available privately owned housing accessible to disabled 25 persons. The information shall include but not be limited to 26 the location, rental requirements, access features and HB5935 Engrossed - 56 - LRB098 17728 KTG 54974 b

proximity to public transportation of available housing. The 1 2 Clearinghouse shall consist of at least a computerized database for the storage and retrieval of information and a separate or 3 shared toll free telephone number for use by those seeking 4 information from the Clearinghouse. Department offices and 5 personnel throughout the State shall also assist in the 6 7 operation of the Statewide Housing Clearinghouse. Cooperation with local, State and federal housing managers shall be sought 8 9 and extended in order to frequently and promptly update the 10 Clearinghouse's information.

11 (m) To assure that the names and case records of persons 12 who received or are receiving services from the Department, including persons receiving vocational rehabilitation, home 13 services, or other services, and those attending one of the 14 Department's schools or other supervised facility shall be 15 16 confidential and not be open to the general public. Those case 17 records and reports or the information contained in those records and reports shall be disclosed by the Director only to 18 proper law enforcement officials, individuals authorized by a 19 20 court, the General Assembly or any committee or commission of the General Assembly, and other persons and for reasons as the 21 22 Director designates by rule. Disclosure by the Director may be only in accordance with other applicable law. 23

24 (Source: P.A. 97-1158, eff. 1-29-13.)

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(20 ILCS 2405/5b new)

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Sec. 5b. Home Services Medicaid Trust Fund. 1 2 (a) The Home Services Medicaid Trust Fund is hereby created 3 as a special fund in the State treasury. 4 (b) Amounts paid to the State during each State fiscal year 5 by the federal government under Title XIX or Title XXI of the 6 Social Security Act for services delivered in relation to the 7 Department's Home Services Program established pursuant to Section 3 of the Disabled Persons Rehabilitation Act, and any 8 9 interest earned thereon, shall be deposited into the Fund.

10 <u>(c) Moneys in the Fund may be used by the Department for</u> 11 <u>the purchase of services, and operational and administrative</u> 12 <u>expenses, in relation to the Home Services Program.</u>

13 (20 ILCS 1705/18.7 rep.)

Section 15. The Mental Health and Developmental Disabilities Administrative Act is amended by repealing Section 18.7.

Section 99. Effective date. This Act takes effect uponbecoming law.