

## Illinois Employment laws effective January 1, 2024

### **Illinois Paid Leave for All Workers Act**

Provides every employee, regardless of part-time, full-time, temporary, seasonal status one (1) hour of paid time off for every 40 hours worked, up to an annual maximum of 40 hours each calendar year. This leave can be used for any reason. Employers must keep records of employee's hours worked, amount of paid leave accrued or provided (frontloaded); and hours of paid leave used and when. Employers must post new labor poster and update employee handbooks. This Act does not pertain to existing collective bargaining agreements or elected officials. The Illinois Department of Labor issued the final rules on April 30, 2024 (41 pages).

### **HB 2493 – Expanded Illinois Victims' Economic Security and Safety Act (VESSA)**

Expands unpaid leave from work so an employee can take a total of not more than 2 workweeks of unpaid leave for specified reasons relating to a family or household member who is killed in a crime of violence, which must be completed within 60 days after the date on which the employee receives notice of the death of the victim.

### **SB 2034 – Expanded Child Bereavement Leave Act**

Employees working for companies of 250 or more full-time workers are entitled to up to 12 weeks of unpaid leave if their child dies by suicide or homicide. Employees at companies of 50-250 full-time workers receive six weeks of unpaid leave.

### **HB 3516 – Expanded Donation Leave (Employee Blood Donation Leave Act) will be known as the Employee Blood and Organ Donation Leave Act (“Donation Act”)**

Prior donation leave act provided that an employer with 51 or more employees to provide eligible employees with one hour to donate blood every 56 days. In addition to benefits for donating blood, employees of businesses with more than 50 employees can use up to 10 days of paid leave in any 12-month period for the purpose of organ or tissue donation. Employees are entitled to leave under the Donation Act only if they have been employed on a full-time basis for at least six months and have received approval from their employer to participate in blood, organ, and tissue donation.

### **HB 3733 Work Related Labor Notices**

Imposes new obligations on employers regarding distributing mandatory employee notices and summaries under the Illinois Minimum Wage Law, Illinois Equal Pay Act, Illinois Wage Payment and Collection Act, and Illinois Child Labor Law. For employees who do not regularly report to a physical worksite (e.g., remote employees), HB 3733 requires employers to distribute the laws' mandatory notice materials by:

- Email;
- Posting the materials on the employer's website, so long as the employer regularly uses the website to communicate with employees and employees can regularly access the website; or
- Posting the materials on the employer's intranet site, so long as the employer regularly uses the intranet site to communicate with employees and employees can regularly access the intranet site.

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### **Minimum Wage**

Effective January 1, 2024, Illinois minimum wage goes to \$14 per hour, next year (January 1, 2025) it will increase to \$15 per hour.

Be sure to review your compensation structures to ensure compliance with this change.

### **Labor Law Posters**

New laws require new posters, while all Federal and State posters are not updated each year, now is suitable time to ensure your county government is current.

Good practice is to check all labor posters on an annual basis to ensure they are current and all mandatory posters are still in place in areas in all work locations and that no one has removed them.

### **Employee Handbooks**

Handbooks should be updated to ensure these new laws and content relative to employees' requests for leave, etc. are documented, communicated and employee acknowledgements are obtained for the revised handbook.

Good practice is to review Employee Handbooks on an annual basis to ensure that any new laws are covered, current benefits and eligibility are outlined.