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NEW ILLINOIS LEAVE LAWS TO TAKE EFFECT

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Retailers with employees in Illinois should be aware of four new leave laws that may require revisions to leave policies and procedures:

- **Illinois Employee Sick Leave Act:** Effective January 1, 2017, this act requires Illinois employers to permit employees to use half of their accrued sick leave under an employer's existing sick leave policy for absences related to the illness, injury, or medical appointment of certain family members.

- **Illinois Child Bereavement Leave Act:** Effective July 29, 2016, this act requires Illinois employers covered by the federal Family and Medical Leave Act (FMLA) to allow employees to take off up to ten work days per year as unpaid bereavement leave following the death of a child (or up to six weeks if the employee experiences the death of more than one child).

- **Chicago Paid Sick Leave Ordinance:** Effective July 1, 2017, this ordinance allows workers in Chicago to earn up to 40 hours of paid sick time per year.

- **Cook County Earned Sick Leave Ordinance:** Effective July 1, 2017, this ordinance allows workers in Cook County to earn up to 40 hours of paid sick time per year.

More information regarding each of these laws can be found by clicking here.

MEET THE TEAM

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