

1 AN ACT concerning employment.

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

4 Section 5. The Illinois Freedom to Work Act is amended by  
5 changing Section 5 as follows:

6 (820 ILCS 90/5)

7 Sec. 5. Definitions. In this Act:

8 "Covenant not to compete" means an agreement:

9 (1) between an employer and a low-wage employee that  
10 restricts such low-wage employee from performing:

11 (A) any work for another employer for a specified  
12 period of time;

13 (B) any work in a specified geographical area; or

14 (C) work for another employer that is similar to  
15 such low-wage employee's work for the employer  
16 included as a party to the agreement; and

17 (2) that is entered into after the effective date of  
18 this Act.

19 "Employer" has the meaning given to such term in subsection  
20 (c) of Section 3 of the Minimum Wage Law. "Employer" does not  
21 include governmental or quasi-governmental bodies.

22 "Low-wage employee" means an employee whose earnings do not  
23 exceed ~~who earns~~ the greater of (1) the hourly rate equal to

1 the minimum wage required by the applicable federal, State, or  
2 local minimum wage law or (2) \$13.00 per hour.

3 (Source: P.A. 99-860, eff. 1-1-17.)

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.