



## 97TH GENERAL ASSEMBLY

### State of Illinois

2011 and 2012

HB0151

Introduced 1/18/2011, by Rep. William Davis

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the State Employee Maternity, Paternity, and Adoption Leave Act. Provides that all State employees who provide proof of their pregnancy or that of their female partner at least 30 days before the expected due date are eligible for 6 weeks (30 work days) of paid maternity leave or paternity leave. Provides that all State employees are eligible for 6 weeks (30 work days) of paid leave with a new adoption provided that the employee can show that the formal adoption process is underway. Defines "State employee". Effective immediately.

LRB097 05649 JDS 45711 b

FISCAL NOTE ACT  
MAY APPLY

A BILL FOR

1 AN ACT concerning government.

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

4 Section 1. Short title. This Act may be cited as the State  
5 Employee Maternity, Paternity, and Adoption Leave Act.

6 Section 5. Definitions. As used in this Act:

7 "State employee" means any regular officer or employee who  
8 receives salary or wages for personal services rendered to the  
9 State of Illinois, other than an individual who is hired on a  
10 contractual basis or works on less than a full-time basis.

11 Section 10. Maternity leave; paternity leave; and adoption  
12 leave.

13 (a) All State employees who provide proof of their  
14 pregnancy or that of their female partner at least 30 days  
15 before the expected due date are eligible for 6 weeks (30 work  
16 days) of paid maternity leave or paternity leave. The State  
17 shall require proof of the birth. Leave granted under this  
18 subsection (a) shall be limited to one leave per family for  
19 each pregnancy resulting in a birth or multiple births. In  
20 addition, non-married male State employees may be required to  
21 provide proof of paternity such as a birth certificate or other  
22 appropriate documentation confirming paternity.

1           (b) All State employees are eligible for 6 weeks (30 work  
2 days) of paid leave with a new adoption, with the leave to  
3 commence when physical custody of the child or children has  
4 been granted to the employee, provided that the employee can  
5 show that the formal adoption process is underway. The  
6 personnel office to which the State employee reports must be  
7 notified, and the employee must submit proof that the adoption  
8 has been initiated. Adoption leave shall be limited to one  
9 leave per adoption.

10           Section 99. Effective date. This Act takes effect upon  
11 becoming law.