

HB3249



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3249

Introduced 2/18/2025, by Rep. Lilian Jiménez

SYNOPSIS AS INTRODUCED:

New Act

Creates the Right to Sit at Work Act. Provides that an employer shall provide a suitable seat to an employee when the nature of the employee's work reasonably allows for seated work. Provides that on and after the effective date of the Act, an employer shall not design a work space to require standing if the work space could reasonably be designed to allow seated work. Provides for notice requirements. Provides for private rights of action and enforcement by the Department of Labor. Sets forth civil penalties for violations of the Act.

LRB104 11020 SPS 21102 b

A BILL FOR

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 1. Short title. This Act may be cited as the Right
5 to Sit at Work Act.

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

7 "Department" means the Department of Labor.

8 "Employee" has the same application and meaning as that
9 provided in Sections 1 and 2 of the Illinois Wage Payment and
10 Collection Act.

11 "Employer" has the same application and meaning as that
12 provided in Sections 1 and 2 of the Illinois Wage Payment and
13 Collection Act.

14 Section 10. Employee protections.

15 (a) An employer shall provide a suitable seat to an
16 employee when the nature of the employee's work reasonably
17 allows for seated work.

18 (b) On and after the effective date of this Act, an
19 employer shall not design a work space to require standing if
20 the work space could reasonably be designed to allow seated
21 work.

1 Section 15. Notice. Within 30 days after the effective
2 date of this Act, an employer shall post and keep posted a
3 notice of employee rights under this Act where employee
4 notices are customarily placed.

5 Section 20. Right of action. An aggrieved employee may
6 bring a civil action to enforce any provision of this Act no
7 later than one year after the date of the alleged violation. A
8 civil action may be brought by one or more employees for and on
9 behalf of themselves and other employees similarly situated.
10 The court may award a prevailing employee all appropriate
11 relief, including injunctive relief, reinstatement to the
12 employee's former position or an equivalent position, back
13 pay, reestablishment of any employee benefits, including
14 seniority, to which the employee would otherwise have been
15 eligible if the violation had not occurred, and any other
16 appropriate relief as deemed necessary by the court to make
17 the employee whole. The court shall award a prevailing
18 employee reasonable attorney's fees and costs.

19 Section 25. Violations and civil penalties. The Department
20 shall inquire into any alleged violations of this Act and
21 enforce the provisions of this Act. An employer shall be
22 assessed a civil penalty of \$1,000 for each violation of this
23 Act, payable to the Department. Each employee who is subject
24 to a violation of this Act shall constitute a separate

1 violation.