



## 102ND GENERAL ASSEMBLY

### State of Illinois

2021 and 2022

HB2622

Introduced 2/19/2021, by Rep. Anne Stava-Murray

#### SYNOPSIS AS INTRODUCED:

820 ILCS 147/35

Amends the School Visitation Rights Act. Provides that an employer that terminates an employee for absences to attend school conferences is liable in a civil action for damages resulting to the employee. Imposes upon the employer the burden of proof to demonstrate that termination is not related to an employee's absence for attendance at a school conference, behavioral meeting, or academic meeting. Effective August 1, 2021.

LRB102 13073 JLS 18416 b

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 School Visitation Rights Act is amended by  
5 changing Section 35 as follows:

6 (820 ILCS 147/35)

7 Sec. 35. Employee rights.

8 (a) No employee shall lose any employee benefits, except  
9 as provided for in Section 20 of this Act, for exercising his  
10 or her rights under this Act. Nothing in this Act shall be  
11 construed to affect an employer's obligation to comply with  
12 any collective bargaining agreement or employee benefit plan.  
13 Nothing in this Act shall prevent an employer from providing  
14 school visitation rights in excess of the requirements of this  
15 Act. The rights afforded by this Act shall not be diminished by  
16 any collective bargaining act or by any employee benefit plan.

17 (b) An employer may not terminate an employee for an  
18 absence from work if the absence is due solely to the  
19 employee's attendance at a school conference, behavioral  
20 meeting, or academic meeting, as provided in Section 15.

21 (c) An employer violating subsection (b) is liable in a  
22 civil action for damages resulting to the employee. The  
23 employer has the burden of proof to demonstrate that

1 termination is not related to an employee's absence for  
2 attendance at a school conference, behavioral meeting, or  
3 academic meeting.

4 (Source: P.A. 101-486, eff. 8-1-20.)

5 Section 99. Effective date. This Act takes effect August  
6 1, 2021.