

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.