

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  
5 Illinois Freedom to Work Act.

6 Section 5. Definitions. In this Act:

7 "Covenant not to compete" means an agreement:

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

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

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

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

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

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

21 "Low-wage employee" means an employee who earns the greater  
22 of (1) the hourly rate equal to the minimum wage required by  
23 the applicable federal, State, or local minimum wage law or (2)

1 \$13.00 per hour.

2 Section 10. Prohibiting covenants not to compete for  
3 low-wage employees.

4 (a) No employer shall enter into a covenant not to compete  
5 with any low-wage employee of the employer.

6 (b) A covenant not to compete entered into between an  
7 employer and a low-wage employee is illegal and void.