

1 AN ACT in relation to broadcasting.

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 Broadcast Industry Free Market Act.

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

7 (a) "Broadcasting industry" means television, radio, and
8 cable stations.

9 (b) "Broadcast employee" means any employee of a
10 broadcasting industry employer, other than a sales or
11 management employee.

12 Section 10. Post-employment covenants not to compete are
13 prohibited.

14 (a) No broadcasting industry employer may require in an
15 employment contract that an employee or prospective employee
16 refrain from obtaining employment in a specific geographic
17 area for a specific period of time after termination of
18 employment with that broadcasting industry employer.

19 (b) This Section does not prevent the enforcement of a
20 covenant not to compete during the term of an employment
21 contract or against an employee who breaches an employment
22 contract.

23 Section 15. Damages. Any person or entity that violates
24 Section 10 of this Act is liable for civil damages,
25 attorney's fees, and costs.