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LRB096 20653 WGH 39895 a

1 AMENDMENT TO SENATE BILL 3818

2 AMENDMENT NO. _____. Amend Senate Bill 3818 on page 1, by
3 replacing line 5 with the following:

4 "changing Sections 5 and 10 as follows:"; and

5 on page 2, by inserting after line 6 the following:

6 "(820 ILCS 151/10)

7 Sec. 10. Family Military Leave Requirement.

8 (a) Any employer, as defined in Section 5 of this Act, that
9 employs between 15 and 50 employees shall provide up to 15 days
10 of unpaid family military leave to an employee during the time
11 federal or State deployment orders are in effect, subject to
12 the conditions set forth in this Section. Family military leave
13 granted under this Act may consist of unpaid leave.

14 (b) An employer, as defined in Section 5 of this Act, that
15 employs more than 50 employees shall provide up to 30 days of
16 unpaid family military leave to an employee during the time

1 federal or State deployment orders are in effect, subject to
2 the conditions set forth in this Section. Family military leave
3 granted under this Act may consist of unpaid leave. The number
4 of days of leave provided to an employee under this subsection
5 (b) because the employee's spouse or child is called to
6 military service shall be reduced by the number of days of
7 leave provided to the employee under subdivision (a)(1)(E) of
8 Section 102 of the Family and Medical Leave Act of 1993 because
9 of any qualifying exigency arising out of the fact that the
10 employee's spouse or child is on covered active duty as defined
11 in that Act (or has been notified of an impending call or order
12 to covered active duty) in the Armed Forces.

13 (c) The employee shall give at least 14 days notice of the
14 intended date upon which the family military leave will
15 commence if leave will consist of 5 or more consecutive work
16 days. Where able, the employee shall consult with the employer
17 to schedule the leave so as to not unduly disrupt the
18 operations of the employer. Employees taking military family
19 leave for less than 5 consecutive days shall give the employer
20 advanced notice as is practicable. The employer may require
21 certification from the proper military authority to verify the
22 employee's eligibility for the family military leave
23 requested.

24 (d) An employee shall not take leave as provided under this
25 Act unless he or she has exhausted all accrued vacation leave,
26 personal leave, compensatory leave, and any other leave that

1 may be granted to the employee, except sick leave and
2 disability leave.

3 (Source: P.A. 94-589, eff. 8-15-05.)".