

Paid Leave for All Workers

In March 2023, Illinois enacted the [Paid Leave for All Workers Act](#), which requires most Illinois employers to provide their employees with up to 40 hours per year of paid leave for any reason. The Illinois Department of Labor has issued [answers to frequently asked questions](#) about the law, which takes effect **Jan. 1, 2024**.

Covered Employers

The law applies to all Illinois employers, except:

- Public school and park districts (private schools are not exempt); and
- Employers covered by a municipal or county paid leave law in effect on Jan. 1, 2024.

Notably, Chicago and Cook County have paid leave laws. However, employers located in a municipality that has opted out of a local paid leave are covered by the new state-wide paid leave law.

The law covers state and local governments and their political subdivisions and agencies.

Covered Employees

The law covers all employees who work in Illinois, except:

- Short-term employees of higher education institutions;
- Temporary part-time student workers at the college or university they attend;
- Collectively bargained construction workers (defined broadly and including workers who move materials to and from the job site and on the job site, plow or remove snow, and collect refuse);
- Collectively bargained delivery workers; and
- Railroad workers covered by the federal Railroad Unemployment Insurance Act or the Railway Labor Act.

The law does not affect or change bona fide collective bargaining agreements (CBAs) in effect on Jan. 1, 2024. After that date, the paid leave law requirements may be waived in CBAs, but only if the waiver is set forth explicitly in the CBA.

The law covers part-time, full-time and seasonal employees, and all domestic workers as defined by [state law](#).