

# Illinois Business Journal

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## ‘Paid Leave for All’ becomes law: *The good, the bad, and the concerning*

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On Mar. 13, 2023, Illinois Gov. JB Pritzker signed Senate Bill 208 into law, ensuring at least 40 hours of paid leave annually for all employees, including part-time workers.

Illinois becomes the third state in the nation to guarantee paid leave, affecting approximately 1.5 million workers throughout Illinois. Nevada and Maine are the other two states currently that require paid time off for all workers, while 14 other states have some type of legislation in place concerning sick time.

Effective Jan. 1, 2024, workers throughout the state will begin to earn paid leave on their first day at a rate of one hour of leave for every 40 hours worked, up to 40 hours of paid leave each year. Employees will have the option to use their paid time off either after their first 90 days of employment (if employment begins after Jan. 1, 2024) or 90 days after the new law takes effect (if already employed without guaranteed PTO).

“Working families face so many challenges, and it’s been my mission to alleviate those burdens in every way I can,” Pritzker said during the bill signing ceremonies.



Illinois Gov. JB Pritzker shows off the signed Senate Bill 208 on March 13, 2023 during a ceremony to celebrate the legislation’s enactment. SB 208, aka ‘Paid Leave for All’ Act, guarantees up to 40 hours of paid leave annually for all employees, including part-time workers, with limited exceptions. (Melissa Crockett Meske/Illinois Business Journal)

“Employers benefit from allowing employees to tend to the urgent personal matters of their lives. Workers’ productivity increases, and the often gain greater passion for their job when they can manage the stresses they face outside of work.”

“I’m exceptionally proud that labor and business came together to recognize the value of this requirement to employees and employers alike,” Pritzker added.

The new law applies to every employee working for an employer in Illinois, including domestic workers, but does exclude independent contractors. The measure also does not apply to employees subject to collectively bargained contracts. Time off for this employee category would be subject to negotiations between their union and the employer.

Among those also speaking in support of “Paid Leave for All” during the press conference:

Rob Karr, President & CEO of the Illinois Retail Merchants Association (IRMA): “This measure, the result of compromise and collaboration, provides what employers and employees want – consistency and simplicity.”

Mark Denzler, President and CEO of the Illinois Manufacturers’ Association: “This legislation strikes the right balance between ensuring employees receive the time off they need and providing businesses flexibility to implement these policies.”

Tim Drea, President of the Illinois AFL-CIO: “No one should ever be faced with having to decide between their job, family or their physical or mental health. Now, workers in our state will have a guaranteed, minimum amount of paid time off that they can use for any reason – whether it is visiting a doctor, attending a parent-teacher conference, caring for a family member, or recovering from domestic violence.”

This legislation passed through both chambers during the lame duck session of the 102nd General Assembly earlier this year. Prior to the act’s passing, workers in Illinois were not always guaranteed paid time off from employers for sick leave, childcare, medical appointments, or other reasons.

Ultimately, the measure received few Republican votes in the House, and passed the Senate with only Democratic support.

In January, when SB 208 was debated on the floor, a key point of opposition introduced to the conversation was the burden it might impose upon small businesses by raising costs. Maybe not ‘bad,’ but undoubtedly concerning.

Rep. C.D. Davidsmeyer (R-Jacksonville) said, on the House floor, “My major concern are the little guys. It’s the mom-and-pops that have 5, 10, maybe 13 employees, that this has a significant impact on their budgets.”

But Gov. Pritzker pushed back against this. “Just like bigger businesses, small businesses want their workers to be more productive, to be able to deal with their stresses, emergencies at home, so they can be better and more productive at work,” said Pritzker.

Davidsmeyer is still not alone in his concerns.

Marc Voegelé is the owner and certified professional staffing franchisee with Express Employment Professionals in Glen Carbon. His agency provides staffing solutions to employers throughout the region. His firm is in a unique position as both an employer and employee services provider.

## Scott Air Force Base partners with community for first airshow in five years

By AIRMAN 1ST CLASS SHELBY RAPERT  
375th Air Mobility Wing Public Affairs

SCOTT AIR FORCE BASE, Ill. – For the first time in five years, Scott Air Force Base is opening its gates to the community for a full weekend of airshow performances and educational activities for children of all ages, plus a sneak peek into the lives of Airmen who currently serve.

Hundreds of partners on and off-base have been working together since 2021 to plan every detail of this massive community event. Airmen take on extra responsibilities outside of their daily jobs to get the details right—all the way from parking and traffic flow, contracting, budget spending policies, sponsorships and donations, kids zone activities, airshow performers, static displays, concessions, safety, emergency support and more.

“None of this happens without community support. Opening the gates allows us to welcome the public to see what their taxpayer dollars are contributing to, how the U.S. Air Force gets the mission done in their local area and highlights the daily accomplishments of the men and women who serve here,” said Col. Chris Robinson, 375th Air Mobility Wing



Two children watch as the U.S. Navy Blue Angels fly during an airshow June 11, 2022, in St. Louis, Mo. The Blue Angels team has flown for over 500 million fans since its creation in 1946. (U.S. Air Force photo by Airman 1st Class Shelby Rapert)

and Installation Commander. “We are lucky to be part of such an incredible community, and it’s our honor to host you for a demonstration of air power!”

Scott’s last airshow in 2017 marked its Centennial year. The goal for Scott AFB is to host an airshow every two years and the COVID pandemic response prevented an airshow until now. Team

Scott is filled with active-duty military members who move in and out quickly but offer fresh insight to strengthen the continuity of those who have planted their roots in the local area. Together, they build a solid foundation from which to brainstorm, plan and execute a successful airshow for the community.

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