

New Labor Laws In Illinois

New laws: Illinois expands job-protected leave for parents with newborns in NICU

Laws also address AI in hiring, workplace transparency, organ donation leave, more

by Brenden Moore, Capital News Illinois

Illinois workers with a newborn in a neonatal intensive care unit will soon have additional access to job-protected, unpaid leave.

Gov. JB Pritzker signed House Bill 2978, dubbed the Family Neonatal Intensive Care Leave Act, earlier this year and it takes effect Jan. 1. It requires employers of between 16 and 50 workers to provide up to 10 days of unpaid leave to employees who have a child in the NICU. Larger employers must provide up to 20 days.

The law applies to both part- and full-time workers. It covers a broader swath of workers than the federal Family and Medical Leave Act - the law requiring public agencies, K-12 schools and private companies with at least 50 employees to provide up to 12 weeks of unpaid leave per year. Workers eligible for FMLA must exhaust that leave first before utilizing NICU leave.

Employers covered under the law must maintain their employee's health insurance benefits and guarantee their reinstatement upon the conclusion of leave. Employers can't force workers to exhaust their paid leave instead of unpaid NICU leave, though employees can take it if they choose.

Violations may result in fines of up to \$5,000.

Here are some other new labor laws that take effect in 2026.

AI in employment decisions

An amendment to the Illinois Human Rights Act, House Bill 3773, prohibits use of AI in employment decisions such as recruitment, hiring and promotion if that use results in discrimination due to race, religion, sex and age.

The law, which goes into effect Jan. 1, will require employers to disclose use of AI in employment decisions. The measure, however, could potentially run afoul of a recent order that limits how states can regulate AI.

Documenting domestic violence

House Bill 1278 prevents employers from disciplining employees for using work devices to document domestic violence, sexual violence, gender violence or other forms of violence against them or a family member. Employers also have to grant employees access to such documentation and communications stored on the devices.

The law was inspired by a New York woman who used her work device to document domestic abuse committed by her husband. She was disciplined by her employer and later murdered by her husband.

Workplace transparency

House Bill 3638 amends the Illinois Workplace Transparency Act to broaden the definition of "unlawful employment practice" to include any act prohibited by the Illinois Human Rights Act, the federal Civil Rights Act and any other state or federal law covering employment issues.

Employment contracts can also no longer include terms that limit an employee's ability to engage in "concerted activity" like collective bargaining. And it prohibits contract stipulations that shorten the

statute of limitations for employee claims, apply the law of another state to claims or require claims be resolved outside Illinois.

Paid leave for organ donors
House Bill 1616 extends paid leave requirements for organ donors to part-time employees.

Under the law, workers can use up to 10 days leave per year to serve as an organ donor. Part-time workers' pay for these days will be their average daily pay rate over the previous two months.

PUBLIC NOTICE IN THE CIRCUIT COURT OF THE 10TH JUDICIAL CIRCUIT COUNTY OF Marshall - Lacon, ILLINOIS

U.S. Bank Trust National
Association not in its Individual
Capacity but Solely as Owner
Trustee for RCF 2 Acquisition
Trust
Plaintiff

vs.

Austin Brone; Illinois Housing
Development Authority; Un-
known Owners and Non-Record
Claimants
Defendant

25 FC 8
CALENDAR

NOTICE OF SALE

PUBLIC NOTICE is hereby given that pursuant to a Judgment of Foreclosure entered in the above entitled cause Intercounty Judicial Sales Corporation will on February 4, 2026, at the hour 10:15 a.m., Hasselberg Grebe Snodgrass Urban & Wentworth, 310 Fifth Street, Lacon, IL 61540, sell to the highest bidder for cash, the following described mortgaged real estate:

LOT EIGHT (8) IN BLOCK FORTY-ONE (41) IN THE ORIGINAL TOWN, NOW CITY OF LACON, MARSHALL COUNTY, ILLINOIS.

P.I.N. 04-36-105-005.

**Commonly known as
318 S. Broad St., Lacon, IL 61540**

The real estate is: single family residence. If the subject mortgaged real estate is a unit of a common interest community, the purchaser of the unit other than a mortgagee shall pay the assessments required by subsection (g-1) of Section 18.5 of the Condominium Property Act. Sale terms: At sale, the bidder must have 10% down by certified funds, balance within 24 hours, by certified funds. No refunds. The property will NOT be open for inspection. Prospective bidders are admonished to check the court file to verify all information.

For information call Sales
Department at Plaintiff's
Attorney,
Potestivo & Associates P.C.,
223 West Jackson Boulevard,
Suite 610,
Chicago, IL 60606
(248) 853-4400 ext 1200. 320077

INTERCOUNTY JUDICIAL
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intercountyjudicialsales.com
13279057
Publish January 8, 15, 22, 2025

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LEGAL NOTICES

... PUBLIC NOTICE ...

**IN THE CIRCUIT COURT
OF THE TENTH JUDICIAL
CIRCUIT OF ILLINOIS
MARSHALL COUNTY**

**IN RE THE ESTATE OF
BARBARA R. WILKINS,
Deceased**

NO. 2025PR000020

NOTICE OF CLAIM DATE

Notice is given of the death of BARBARA R. WILKINS on October 4, 2025 and that an order was entered on December 9, 2025 appointing DENISE SMITH as Independent Executor. The Attorney for the estate is Michael T. Mahoney, 1011 N. Second Street, P. O. Box 295, Chillicothe, Illinois 61523.

Claims may be filed on or before June 9, 2026 or six (6) months from the date of the first publication of this Notice of Claim Date and any claim not filed on or before that date is barred.

Claims against the estate may be filed in the Office of the Clerk of the Circuit Court of Marshall County, Marshall County Courthouse, 122 N. Main Street, Lacon, IL 61540 or with the Attorney for

the Estate, or with the Administrator of the Estate.

E-filing is now mandatory for documents in civil cases with limited exemptions. To e-file, you must first create an account with an e-filing service provider. Visit <http://efile.illinoiscourts.gov/service-provider.htm> to learn more and to select a service provider. If you need additional help or have trouble e-filing, visit <http://www.illinoiscourts.gov/FAQ/gethelp.asp>.

Within ten (10) days after a claimant files its claim with the Court, the claimant must mail or deliver a copy of the claim to the representative and to her attorney of record and file with the Court a proof of mailing or delivery of said copies.

Michael T. Mahoney, Attorney
Dated: December 17, 2025
MICHAEL T. MAHONEY, LTD.
1011 N. Second Street
P. O. Box 295

Chillicothe, Illinois 61523 Telephone: (309) 274-5451 Email: mahoney@mahoneyltd.com
Publish December 25, 2025,
January 1, 8, 2026

**PUBLIC NOTICE
IN THE CIRCUIT COURT OF
THE TENTH JUDICIAL
CIRCUIT
MARSHALL COUNTY,
ILLINOIS**

**IN RE: THE ESTATE OF:
DENNIS RANDOLPH,
Deceased.**

No. 2025 PR 21

CLAIM NOTICE

Notice is given to creditors of the death of DENNIS RANDOLPH. Letters of Office were issued to FRANK FODERO, 29462 S. Canal St. Channahon, IL 60410, as Independent Executor, whose attorney of record is Janine M. Boggs. The estate will be administered without court supervision unless under Section 28-4 of the PROBATE Act (755 ILCS 5/28-4) any interested person terminates independent administration at any time by mailing or delivering a petition to terminate to the Clerk. Claims against the estate may be filed in the Circuit Clerk's Office, 122 N. Prairie St., P.O. Box 328, Lacon, Illinois 61540-0321, or with the representative, or both, on or before the date which is six (6) months from the date notice is first published, or if mailing or delivery of a notice from the representative is required by Section 18-3 of the PROBATE Act of 1975, the date stated in that Notice.

Any claim not filed on or before that date is barred. Copies of a claim filed with the Clerk must be mailed or delivered by the claimant to the representative and to the attorney within ten (10) days after it has been filed.

**Janine M. Boggs,
Attorney at Law**
ARDC# 6195116
124 Dogwood Place
Benton, KY 42025
Jmb.boggs@att.net
(815) 274-2288

Publish December 25, 2025,
January 1, 8 2026

"The worst part of online shopping is having to get up and get your credit card from your purse.

- Anonymous

**PUBLIC NOTICE
IN THE CIRCUIT COURT OF
THE TENTH JUDICIAL CIR-
CUIT OF ILLINOIS
MARSHALL COUNTY
IN RE THE ESTATE OF
BLAKE EDWARD RUSSELL,
Deceased.**

NO. 2025PR000023

NOTICE OF CLAIM DATE

Notice is given of the death of BLAKE ERIC RUSSELL on September 6, 2025 and that an order was entered on December 17, 2025 appointing KERRI L. RUSSELL as Independent Executor. The Attorney for the estate is Michael T. Mahoney, 1011 N. Second Street, P. O. Box 295, Chillicothe, Illinois 61523.

Claims may be filed on or before June 17, 2026 or six (6) months from the date of the first publication of this Notice of Claim Date and any claim not filed on or before that date is barred.

Claims against the estate may be filed in the Office of the Clerk of the Circuit Court of Marshall County, Marshall County Courthouse, 122 N. Main Street, Lacon, IL 61540 or with the Attorney for the Estate, or with the Administrator of the Estate.

E-filing is now mandatory for documents in civil cases with limited exemptions. To e-file, you must first create an account with an e-filing service provider. Visit <http://efile.illinoiscourts.gov/service-provider.htm> to learn more and to select a service provider. If you need additional help or have trouble e-filing, visit <http://www.illinoiscourts.gov/FAQ/gethelp.asp>.

Within ten (10) days after a claimant files its claim with the Court, the claimant must mail or deliver a copy of the claim to the representative and to her attorney of record and file with the Court a proof of mailing or delivery of said copies.

Dated: December 19, 2025

MICHAEL T. MAHONEY, LTD.
1011 N. Second Street
P. O. Box 295

Chillicothe, Illinois 61523
Telephone: (309) 274-5451
Email:
mahoney@mahoneyltd.com
Publish January 1, 8, 15, 2025

PUBLIC NOTICE IN THE CIRCUIT COURT FOR THE TENTH JUDICIAL CIRCUIT MARSHALL COUNTY, ILLINOIS

UNITED COMMUNITY BANK,
an Illinois
banking corporation,
Plaintiff,

v.

ZACHARY P. EVERT, a/k/a
ZACHARY EVERT, UNKNOWN
OWNERS AND
NONRECORD CLAIMANTS,
Defendants.

Case No. 2025FC17

NOTICE OF PENDENCY OF ACTION

Notice is hereby given to UNKNOWN OWNERS AND NONRECORD CLAIMANTS of the real estate described below, Defendants in the above-entitled case, pursuant to the provisions of Sections 2-206, 15-1218 and 15-1502 of the Code of Civil Procedure, that the above-entitled mortgage foreclosure suit is now pending in said court and the day on or after which a default may be entered against Defendants is January 29, 2026.

Plaintiff has certified the following regarding said foreclosure action filed on December 18, 2025.

1. The names of all Plaintiffs and Case Number are as follows: United Community Bank, an Illinois banking corporation; 2025FC17.

2. The court in which said action was brought is as follows: Circuit Court for the Tenth Judicial Circuit, Marshall County, Illinois

3. The name of the title holder of record is: Zachary P. Evert

4. A legal description of the real estate sufficient to identify it with reasonable certainty is as follows:

LOT 5 IN BLOCK 28 IN FOWLER'S ADDITION TO THE ORIGINAL TOWN, NOW CITY OF WENONA, EXCEPTING THEREFROM THE COAL AND OTHER MINERALS AND THE RIGHT TO MINE THE SAME WITHOUT DISTURBING THE SURFACE OF SAID LAND, MARSHALL COUNTY, ILLINOIS.

5. A common address or description of the location of the real estate is as follows: 302 N. Pine Street, Wenona, Illinois 61377

6. The Tax Identification Number for the real estate is as follows: 07-24-128-015

7. An identification of the mortgage sought to be foreclosed is as follows:

Name of Mortgagor:
Zachary Evert

Name of Mortgagee:
Central Bank Illinois

Date of Mortgage:
August 28, 2020

Date of recording:
September 1, 2020

County where recorded:
Marshall County, Illinois

**Recording document
identification:**

Document No. 202000001425

/s/ **Gina M. Noe**
CLERK OF THE CIRCUIT
COURT

**BROWN, HAY & STEPHENS,
LLP**

Emmet A. Fairfield
Registration No. 6180505
205 S. 5th Street - Suite 1000
P.O. Box 2459

Springfield, IL 62705
(217) 544-8491

efairfield@bhslaw.com
6130-960771

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January 1, 8, 2026

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