

ILLINOIS

Illinois Expands Sick Leave Act for Personal Care of Family Members

Illinois has [amended](#) the state's Employee Sick Leave Act to allow workers to use their sick leave for a family member's "personal care." The amendment, which took effect April 27, 2021, adds definitions for personal care and covered family member.

Illinois Employee Sick Leave Act

Illinois does not have a law requiring employers to provide paid sick leave. However, the Illinois Employee Sick Leave Act allows employees to use any personal sick leave benefits they are provided for specific reasons related to the care of certain family members. Personal sick leave benefits constitute paid or unpaid time off available to an employee for personal illness, injury or medical appointments.

Personal Care Amendment

The amendment expanded the Act to permit workers to use personal sick leave for the "personal care" of a covered family member. "Personal care" means:

- Activities to ensure that a covered family member's basic medical, hygiene, nutritional or safety needs are met;
- Activities to provide transportation to medical appointments for a covered family member who is unable to meet those needs; and
- Being physically present to provide emotional support to a covered family member with a serious health condition receiving inpatient or home care.

Covered Family Member

The amendment defines "covered family member" as an employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent.

Important Dates

Jan. 1, 2017

Effective date of Illinois Paid Sick Leave Act.

April 27, 2021

Effective date of amendment applying the Act to the personal care of an employee's covered family member.

Workers may use their sick leave for relatives' medical, hygiene, nutrition and safety needs, and for related transportation and emotional support.

Provided to you by **Evolution of Benefits**

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