

2022 ILLINOIS LEGISLATIVE AGENDA



WOMEN EMPLOYED OVERVIEW

Since 1973, Women Employed (WE) has been on the forefront of nearly every major advancement for working women in Chicago, Illinois, and the nation—from winning family and medical leave and fair pay legislation, to outlawing sexual harassment and pregnancy discrimination and opening doors to quality education and training programs through financial aid and other supports. WE's mission is to improve the economic status of women and remove barriers to economic equity. WE relentlessly pursues equity for women in the workforce by working with lawmakers, educators, businesspeople, and community leaders to effect policy change, expand access to educational opportunities, and advocate for fair and inclusive workplaces.

Paid Family & Medical Leave

SB 835 (SA 1) – Sen. Villivalam

HB 5029 – Rep. Harper

Law in CA, CO, CT, DC, MA, NJ, NY, RI, OR, & WA.

All workers will need paid leave to care for their own or a family member's serious illness, or when they become a parent. The Family and Medical Leave Insurance Act would:

- ▶ Provide partial wage replacement for 26 weeks of leave per year that would be funded through payroll contributions.
- ▶ Allow employees to use leave for, at minimum:
 - 1) welcoming a new child;
 - 2) caring for themselves or a family member due to an illness or serious health condition;
 - 3) recovering from domestic or sexual violence;
 - 4) the active military duty of a family member; or
 - 5) maintenance of a healthy pregnancy.

Paid Sick Time

Law in AZ, CA, CT, CO, DC, MA, MD, ME, MI, NJ, NV, NY, OR, RI, VT, WA—and Chicago & Cook Co.

To prevent workers from having to choose between their job and their health, a paid sick time bill would:

- ▶ Ensure that all workers can earn up to the equivalent of 7 paid days off a year;
- ▶ Set a minimum standard for paid time off that does not limit the ability of local communities to improve upon the legislation.

Full & Fair Minimum Wage for Tipped Workers

HB 5139 – Rep. Lilly

When the Illinois minimum wage was successfully raised to \$15/hour as of 2025, tipped workers were left out of the opportunity to earn a full and fair wage. The subminimum wage for tipped workers is a legacy of slavery that disproportionately affects women and people of color. It is an economic, racial, and gender justice issue that has only worsened since the onslaught of COVID-19. Our bill would:

- ▶ Phase in increases to the subminimum wage for tipped workers until it reaches the full Illinois minimum wage on July 30, 2025.

Supporting Student Parents

SB 3149 – Sen. Villanueva

HB 4618 – Rep. Guzzardi

Nationally, more than 1 in 5 college students are parents. They are juggling the demands of raising children alongside the demands of school and, often, work. Child care expenses are a significant challenge for student parents in their pursuit of a college degree. Many student parents are not accessing available financial resources. Our bill would:

- ▶ Require the Illinois Student Assistance Commission and institutions of higher education to provide information about state and federal child care resources; and
- ▶ Encourage institutions to post information on their websites about state and federal child care resources.

(Continued on reverse)

OTHER LEGISLATION WE ARE FOLLOWING

See what else is related to our agenda for Illinois' working women

Monetary Award Program (MAP) Grant Funding

With an additional \$122 million investment in MAP, we can begin to make college more affordable for tens of thousands of students each year.

SB 3774 – Sen. Aquino/HB 4920 – Rep. Ammons: Earned Income Credit

Provides relief for some people who are excluded from federal tax credits, including low-income childless adults ages 18-24, seniors over 65, people filing taxes with an Individual Tax Identification Number (ITIN), and unpaid caregivers with dependents under age 17.

SB 3991 – Sen. Pacione-Zayas/HB 4843 – Rep. Collins: CSA Equity Measures

Provides additional equity measures crucial to the implementation of the Children's Savings Account (CSA) program implementation, including collecting demographic data of program participants.

SB 3993 – Sen. Pacione-Zayas/HB 5087– Rep. Collins: CSA Funding

Appropriates \$8 million for the statewide Children's Savings Account (CSA) program to be implemented as planned in January 2023.

HB 5424 – Rep. Ford: Mental Health Early Action Funding

Appropriates \$19 million for the Mental Health Early Action on Campus Act, which seeks to improve mental health services for students at institutions of higher education.

SB 3120 – Sen. Bush/Rep. Moeller: Support Through Loss Act

Expands the Child Bereavement Leave Act to cover additional family members as well as to cover miscarriages, unsuccessful fertility treatments, failed adoptions or surrogacy agreements, a negative pregnancy or fertility diagnosis, or a stillbirth.

SB 3032 – Sen. Fine/Rep. Morgan: Student Debt Assistance Act

Prohibits institutions of higher education from withholding transcripts because a student has outstanding debt.

HB 4265 – Rep. B. Hernandez/Sen. Jones: College Forms Nonbinary Option

Requires public institutions of higher education to add a nonbinary option to all documents and forms that ask for student's sex or gender.

HB 4850 – Rep. Guzzardi: Gender Violence Act

Clarifies and strengthens protections for survivors of certain forms of sexual harassment, assault, and battery and obviates confusion about the existing Illinois law.

For more information on our legislative priorities, please contact:

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