

EMPLOYER LAW BLOG

EMPLOYER ALERT: Illinois Unveils Proposed Regulations for New Paid Leave Law

AUTHOR: JAMES KEANEY

On November 3, 2023, the Illinois Department of Labor (IDOL) published its proposed regulations for implementing the Illinois Paid Leave for All Workers Act, which is set to take effect on January 1, 2024.

Many employers have rightfully raised questions and concerns about how this new “paid leave for all” law will work, especially in relation to their existing leave policies. The new proposed regulations shed some light on some common questions, yet leave many others unanswered.

The proposed regulations will not become finalized before the new law goes into effect. Hopefully, comments from the public will assist the IDOL in clarifying outstanding questions and refining the proposed regulations before they are finalized.

Notwithstanding their lack of finality, the proposed regulations provide helpful guidance to employers looking to review their policies to comply with the new leave requirements on the horizon.

Don't hesitate to contact a member of our Labor & Employment Team now to update your policies and prepare for the upcoming significant changes in Illinois leave law.