Illinois: FAQ for Employee Sick Leave Act

Description of Program and Relief

Provides answers to frequently asked questions about the Employee Sick Leave Act, which requires employers to allow employees to use at least a portion of sick leave time already available to them to care for certain relatives. The Employee Sick Leave Act does not itself provide for sick leave time. The Act permits employees to use sick leave time that they have received from their employer to care for certain relatives. This Act was in place prior to COVID-19, and has not been altered in response.

Government or Lead Agency

Illinois Department of Labor

Dates Available

Available now

Eligibility Requirements/Restrictions

The Employee Sick Leave Act does not expand the amount of sick leave available to any employee. It only permits employees to use the sick leave they already receive from their employer to care for a relative, even if the employee is not sick himself or herself.

Specifically, under the Employee Sick Leave Act, employees may use their sick leave time to care for the employee’s child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time.

Application Deadlines (If Applicable)

N/A

Contact for More Information

N/A
List of Additional Information

Please visit:

https://www2.illinois.gov/idol/FAQs/Pages/Employee-Sick-Leave-Act-FAQs.aspx