

ILLINOIS

Illinois to Require Extended Leave for Child Bereavement

Illinois has passed the [Child Extended Bereavement Leave Act](#), requiring up to 12 weeks of unpaid, job-protected leave from work for employees whose children die by suicide or homicide. The law takes effect Jan. 1, 2024.

Covered Employers and Employees

Employers are covered by the new law if they have at least 50 full-time employees in Illinois.

Employees are covered by the new law if they have worked for their employer for at least **two weeks**. The law does not cover employees of the state of Illinois unless they are not otherwise eligible for family responsibility leave or an unpaid leave of absence.

Leave Entitlement

Employees may take leave if they experience the loss of a child by suicide or homicide. Employers with more than 250 employees must provide up to **12 weeks** of leave, while employers with 50-249 employees must provide up to **six weeks** of leave.

Leave may be taken intermittently in increments of at least four hours, and employees must take the leave within one year after notifying their employer of the loss of their child.

Notice and Certification Requirements

Where reasonable and practical, employers may require reasonable advance notice of the leave. Employers may also require reasonable documentation, which may include a death certificate; a published obituary; or written verification of death, burial or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution or government agency. Employers may require that the documentation include the cause of death.

Provided to you by **TROXELL**

Additional Information

Interaction With Other Leave

Employees may substitute any leave they are entitled to by law, employer program or collective bargaining agreement. The new law does not add to the amount of leave employees are entitled to under the FMLA or other laws or programs.

Job Protection

Employees returning from leave must be restored to the position they held before leave or an equivalent.

Large employers must provide 12 weeks of leave, while smaller employers must provide six weeks of leave.

TROXELL