

1 AN ACT in relation to broadcasting.

2 Be it enacted by the People of the State of Illinois,  
3 represented in the General Assembly:

4 Section 1. Short title. This Act may be cited as the  
5 Broadcast Industry Free Market Act.

6 Section 5. Definitions. As used in this Act:

7 (a) "Broadcasting industry" means television, radio, and  
8 cable stations.

9 (b) "Broadcast employee" means any employee of a  
10 broadcasting industry employer, other than a sales or  
11 management employee.

12 Section 10. Post-employment covenants not to compete are  
13 prohibited.

14 (a) No broadcasting industry employer may require in an  
15 employment contract that an employee or prospective employee  
16 refrain from obtaining employment in a specific geographic  
17 area for a specific period of time after termination of  
18 employment with that broadcasting industry employer.

19 (b) This Section does not prevent the enforcement of a  
20 covenant not to compete during the term of an employment  
21 contract or against an employee who breaches an employment  
22 contract.

23 Section 15. Damages. Any person or entity that violates  
24 Section 10 of this Act is liable for civil damages,  
25 attorney's fees, and costs.