

AN ACT concerning employment.

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

Section 5. The Employment of Strikebreakers Act is
amended by changing Sections 1 and 2 as follows:

(820 ILCS 30/1) (from Ch. 48, par. 2e)

Sec. 1. Definitions. For the purpose of this Act:

(a) "Lockout" means the action of an employer pursuant to a labor dispute in temporarily closing a place of employment or preventing an employee or employees from engaging in their normal course of employment for the purpose of inducing settlement of the dispute or influencing the conditions of employment to be agreed on.

(b) "Person" means any individual, partnership, association, firm, corporation, union, or group of employees.

(c) "Professional strikebreaker" means any person who repeatedly and habitually offers himself for employment on a temporary basis where a lockout or strike exists to take the place of an employee whose work has ceased as a direct consequence of such lockout or strike.

(d) "Strike" means the concerted action of employees pursuant to a labor dispute in failing to report for work, engaging in the stoppage of work, picketing (where the effect of such picketing is to induce any individual not to pick up, deliver or transport any goods or not to perform any services), or abstaining from the full and proper performance of the duties of employment for the purpose of inducing settlement of the dispute or influencing the conditions of employment to be agreed on.

(e) "Day and temporary labor service agency" has the meaning ascribed to that term in the Day and Temporary Labor

Services Act.

(Source: P.A. 79-859.)

(820 ILCS 30/2) (from Ch. 48, par. 2f)

Sec. 2. No person shall knowingly employ any professional strikebreaker in the place of an employee, whose work has ceased as a direct consequence of a lockout or strike, or knowingly contract with a day and temporary labor service agency to provide a replacement for the employee, during any period when a lockout or strike is in progress. Nor shall any professional strikebreaker take or offer to take the place in employment of employees involved in a lockout or strike.

Nothing in this amendatory Act of the 93rd General Assembly shall be construed to prohibit the continued employment of a day or temporary laborer by an employer if the day or temporary laborer had already been assigned to work for the employer at the time the strike or lockout began.

(Source: P.A. 79-859.)

Section 10. The Day and Temporary Labor Services Act is amended by changing Section 10 as follows:

(820 ILCS 175/10)

Sec. 10. Statement.

(a) Whenever a day and temporary labor service agency agrees to send one or more persons to work as day or temporary laborers, the day and temporary labor service agency shall, upon request by a day or temporary laborer, provide to the day or temporary laborer a statement containing the following items: "Name and nature of the work to be performed", "wages offered", "destination of the person employed", "terms of transportation", and whether a meal and

equipment is provided, either by the day and temporary labor service or the third party employer, and the cost of the meal and equipment, if any.

(b) No day and temporary labor service agency may send any day or temporary laborer to any place where a strike, a lockout, or other labor trouble exists ~~without--first notifying-the-day-or-temporary-laborer-of-the-conditions.~~

(c) The Department shall recommend to day and temporary labor service agencies that those agencies employ personnel who can effectively communicate information required in subsections (a) and (b) to day or temporary laborers in Spanish, Polish, or any other language that is generally used in the locale of the day and temporary labor agency.

(Source: P.A. 91-579, eff. 1-1-00; 92-783, eff. 1-1-03.)