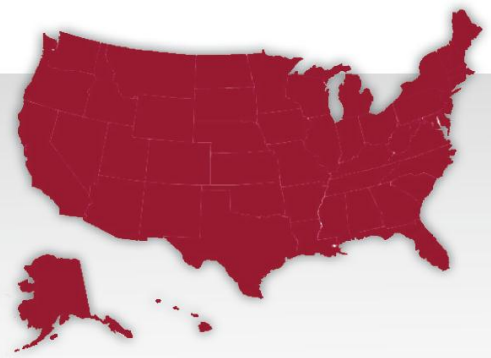


# Family Friendly America

## Illinois



Illinois workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

### Working Families by the Numbers

- **3,180,230 Illinois women** work, making up **47 percent** of the state workforce.<sup>1</sup>
- **185,509 Illinoisans** gave birth between 2008 and 2009.<sup>2</sup>
- **2,143,967 Illinois children (70 percent)** live in families where all parents work.<sup>3</sup>
- **271,322 Illinois grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **1.5 million Illinoisans** serve as family caregivers.<sup>5</sup>

### Existing Family Friendly Workplace Laws

#### Time and Place to Pump

- All female workers in businesses with five or more employees are entitled to reasonable break time and a place other than a toilet stall to express breast milk at work, for as long as the worker's child is an infant.<sup>6</sup>

### Family Friendly Workplace Legislation Introduced in 2011

#### **S. 127, Illinois Family Medical Leave**

Introduced: 01/27/2011

Sponsor: Sandoval (D)

- Increases the family and medical leave limit to 16 weeks.
- Expands the state's family and medical leave act to permit workers to take job-protected unpaid leave to care for a son-in-law, daughter-in-law, father-in-law, mother-in-law, domestic partner or sibling.

#### **S. 128/H. 2871, Healthy Workplace Act**

Introduced: 01/27/2011

Sponsor: Sandoval (D), Hernandez (D)

- Allows all workers one hour of paid sick leave for every 30 hours worked, up to a maximum of seven days annually.
- Workers may use the sick leave to recover from an illness, care for a sick family member or attend a medical appointment of their own or of a family member.

*For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at [info@nationalpartnership.org](mailto:info@nationalpartnership.org).*

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<sup>1</sup> U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: IL*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-context=adp&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP2&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-tree\\_id=309&-redoLog=false&-\\_caller=geoselect&-geo\\_id=04000US17&-format=&-\\_lang=en](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=false&-_caller=geoselect&-geo_id=04000US17&-format=&-_lang=en)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: IL*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US17&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP3&-context=adp&-ds\\_name=&-tree\\_id=309&-\\_lang=en&-redoLog=false&-format=](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US17&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=)

<sup>3</sup> See note 1.

<sup>4</sup> See note 2.

<sup>5</sup> AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

<sup>6</sup> 820 Ill. Comp. State. 260/5, 260/10, 260/15.



*The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).*