

**HB2778 SA#2 (Belt/ Yang Rohr)  
COVID School Employee Benefit and Wage Protection Bill  
Support**

## Analysis

**A broad coalition of unions representing public education employees support** statewide standards for COVID-19 administrative leave for educational employees and supports paycheck protection for non-instructional employees.

## Rationale

The COVID-19 pandemic continues to challenge Illinois educational institutions.

- **Over 200,000 educational employees have returned to in-person instruction.**
- **Due to the need to keep students safe,** educational employers often need to ask students and employees to remain off-campus in quarantine or isolation until they can safely return to campus.
- **A school reverting to e-learning** for safety reasons **should not adversely impact the paycheck of non-instructional school employees.**
- Currently, employees are **required to use their sick time** (an earned and negotiated benefit) **when quarantining** and this is a **Diminished Benefit** on employees. **Employers already have the sick time and substitute employees built into their budgets.** Switching from using **employee sick leave to administrative leave is an administrative function which costs no additional money for the employer** and preserves the employees' earned benefits. **We are in the middle of a teacher and support staff shortage. We need to preserve the benefits of education employees, so that we can attract new people to the profession and retain the talented educators already on staff.**
- The **only time administrative leave would cost** an employer money not already budgeted is when **an employee exhausts his or her sick leave.** In that rare circumstance, the employee enters unpaid status and the employer spends money for a substitute. The most likely scenario for this is a new employee at the beginning of his or her career.

## Issue

- **Currently, employees are exhausting their sick time when excluded from work due to COVID-19 quarantine or isolation.**
- **Many educational employers are unwilling to negotiate administrative leave** for their employees nor allow leave when an employee's child must quarantine or isolate from school.



# FACT SHEET

FROM THE DEPARTMENT OF GOVERNMENT RELATIONS

- **For younger employees and educators with chronic diseases**, multiple instances of quarantine can result in **exhausted sick leave and unpaid time off**.
- Food service, custodial, transportation, administrative and many paraprofessional employees **are not often able** to perform their duties **through virtual instruction**. **This legislation offers paycheck protection for all non-instructional educational employees** when a school is closed, or an e-learning day is triggered for safety.