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Illinois SCHOOL LAW SURVEY
17: SCHOOL EMPLOYMENT IN GENERAL
HOLIDAYS, LEAVES AND VACATION

17:150 What is sick leave?

By law, sick leave may be used for personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The use provision was broadened by the General Assembly in 2007 by the addition of the phrase "birth, adoption, or placement for adoption." The phrase probably allows both males and females to access sick leave for the specified events.

Before the 2007 amendment, sick leave was only available (by law) to females who were disabled by reason of maternity or childbirth; however many employers had practices that were more generous than the minimum required by law.

The definition of sick leave is largely academic in any case, because when an employee claims personal or family illness, even when the employer suspects that the employee or family member is not ill, proving sick leave abuse is very difficult.

Immediate family as defined in the law means parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians although most collective bargaining agreements have much broader definitions of immediate family.

[105 ILCS 5/24-6](#)

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