



**Paid Leave for All Workers Act (P.A. 102-1143):  
Employees Covered Under a Construction CBA Are Exempted**

On January 10, 2023, the Illinois legislature passed the [Paid Leave for All Workers \(PLFAW\) Act](#) to require private employers to provide earned paid leave to employees to be used for any reason. Governor Pritzker signed the legislation into law on March 12. The PLFAW Act will take effect on January 1, 2024. The legislation sets forth a minimum of 40 hours (or 5 days) paid leave for all employees (regardless of size of employer).

**The new law includes an exemption for signatory employers of collective bargaining agreements in the construction industry:**

*In no event shall this Act apply to any employee working in the construction industry who is covered by a bona fide collective bargaining agreement, nor shall this Act apply to any employee who is covered by a bona fide collective bargaining agreement with an employer that provides services nationally and internationally of delivery, pickup, and transportation of parcels, documents, and freight.*

The bill includes a very specific definition of “construction industry”:

*"Construction industry" means any constructing, altering, reconstructing, repairing, rehabilitating, refinishing, refurbishing, remodeling, remediating, renovating, custom fabricating, maintenance, landscaping, improving, wrecking, painting, decorating, demolishing, or adding to or subtracting from any building, structure, highway, roadway, street, bridge, alley, sewer, ditch, sewage disposal plant, waterworks, parking facility, railroad, excavation or other structure, project, development, real property, or improvement, or to do any part thereof, whether or not the performance of the work herein described involves the addition to or fabrication into, any structure, project, development, real property, or improvement herein described of any material or article of merchandise. "Construction industry" also includes moving construction related materials on the job site or to or from the job site, snow plowing, snow removal, and refuse collection.*

While the law exempts signatory contractors in the construction industry from these new requirements, **the new law will apply to a contractor's administrative and other support staff** who are not covered by a collective bargaining agreement.