

POLICY PRIORITY: FINANCIALLY SECURE FAMILIES
Family-friendly Work Policies



Legislation

- Passage of HB 2161 (Pub. Act 103-797), prohibiting employers from refusing to hire, refusing to promote, firing, disciplining, harassing or retaliating against an employee based on **actual or perceived family responsibilities**
- Municipal passage of the **Chicago Paid Leave and Paid Sick and Safe Leave Ordinance**, increasing the minimum amount of paid time off that most workers in Chicago can earn per year to up to 40 hours of paid time off and up to 40 hours of paid sick and safe time off, effective FY 2025



Administration and Implementation

- Implementation of the **Paid Leave for All Workers Act** (SB 208; Pub. Act 102-1143), effective January 1, 2024, with final rules published on April 30, 2024, entitling most workers in Illinois, outside of Cook County and the City of Chicago, to earn a minimum of up to 40 hours of paid time off per year
- Publication of the **final rule on Initial Activity Search for Child Care Assistance Program eligibility**, permitting up to three months of subsidized early care and learning while the parent or other relative is looking for employment or education, although this policy is subject to appropriation



Public Awareness, Engagement and Mobilization

- Launch of **“know your rights” toolkits**, developed by Women Employed, **for the new paid leave laws** both in the City of Chicago and at the state level



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Income Supports for Families



Budget

- Appropriation of **\$50M in FY 2025 for the Illinois Department of Revenue to implement the new state-level Child Tax Credit for nearly 400,000 families** who are eligible for the Earned Income Tax Credit and have children under age 12
- Appropriation of **\$10M in FY 2025 for the Illinois Department of Healthcare and Family Services to implement the new Medical Debt Relief Pilot Program**, which will forgive the medical debt of over **300,000 eligible Illinoisans**
- Appropriation of **\$1M in FY 2025 for the Illinois Department of Human Services (IDHS) to implement the Diaper Distribution Pilot Program**, which will provide a diaper allowance to eligible families in two pilot communities



Legislation

- Passage of HB 4951 (Pub. Act 103-592), the FY 2025 state revenue package, including the **creation of a new state-level child tax credit** for eligible families with at least one child under age 12 to receive a 20% increase to the value of their Earned Income Tax Credit in tax year 2024, and a 40% increase in subsequent tax years
- Passage of the **Medical Debt Relief Act** (HB 5290; Pub. Act 103-647), establishing a pilot program to acquire and discharge the medical debt of eligible low- and middle-income Illinois residents



Administration and Implementation

- Publication of the **final rule making permanent the increased cash-value voucher/benefit and food package flexibility** through the federal Special Supplemental Nutrition Program for Women, Infants and Children (WIC)
- Creation of a multi-year collaboration between IDHS and the Illinois Head Start Association to increase WIC coverage by **coordinating referrals to WIC for families enrolled in Head Start and Early Head Start programs**
- Creation of an advisory group to launch the **Chicago Empowerment Fund, a new guaranteed income program** in the City of Chicago based on the Chicago Resilient Communities Pilot, which will distribute \$500 per month for twelve months to eligible individuals



Public Awareness, Engagement and Mobilization

- Ongoing development of both **statewide and local outreach and mobile enrollment campaigns for WIC**, led by the Greater Chicago Food Depository, to improve awareness, challenge misperceptions and drive participation in WIC, with a planned launch in FY 2025