



Severance Agreements Due to Sexual Harassment and Sexual Discrimination (50 ILCS 205/3c) Effective 8/23/19

Within 72 hours of approval of the severance agreement, the public body is required to publish on its website and make available to the news media for inspection and copying:

- 1. the full name and title of the employee or contractor;
- 2. the amount of the severance payment;
- 3. the finding that the employee or contractor has engaged in sexual harassment or sexual discrimination; and
- 4. the date, time, and location of the meeting at which the severance agreement was approved.

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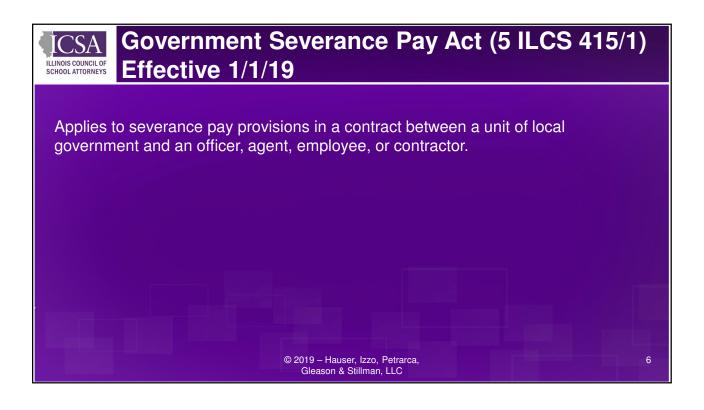
This information may be withheld if it is determined that disclosure would:

- 1. interfere with pending or actually and reasonably contemplated law enforcement proceedings;
- 2. interfere with pending or reasonably contemplated legal or administrative proceedings initiated by the victim;
- 3. result in the direct or indirect disclosure of the identity of a victim who has not consented to disclosure; or
- 4. endanger the life or safety of the victim.

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Government Severance Pay Act (5 ILCS 415/1) Effective 1/1/19

Amended effective 8/2/19 to exclude contracts or employment agreements for individuals employed by the department of intercollegiate athletics of a college or university when the employee's compensation is funded by non-State-appropriated funds.

Non-State-appropriated funds include revenues from athletic events or activities, gifts or donations, or any combination thereof.

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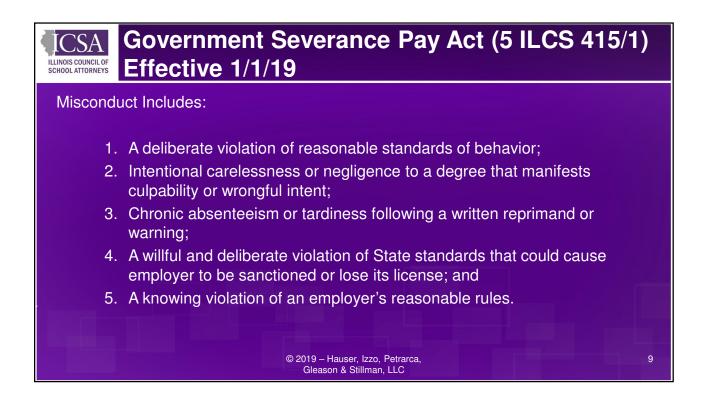
Government Severance Pay Act (5 ILCS 415/1) Effective 1/1/19

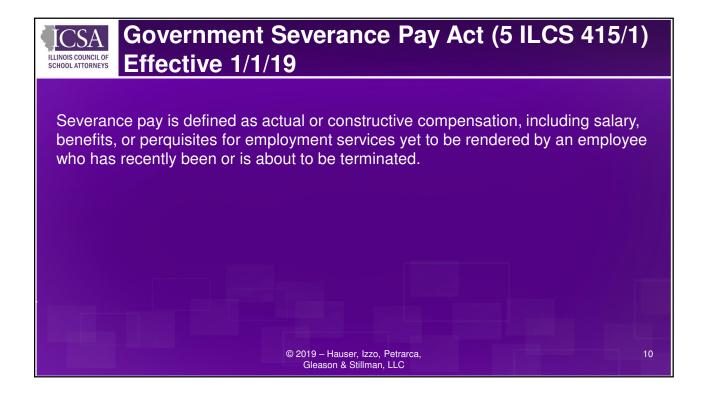
Any contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, which contains a provision for severance pay must include the following provisions:

- 1. a limit on the severance pay to an amount not greater than 20 weeks of compensation; and
- 2. a prohibition of severance pay when the officer, agent, employee, or contractor has been fired for misconduct as defined in the statute.

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Workplace Transparency Act (101 ILCS 0221) Effective 1/1/20

A settlement or termination agreement may contain promises of confidentiality provided:

- 1. confidentiality is the documented preference of the employee and is mutually beneficial to both parties;
- 2. the employee is notified in writing of his or her right to have an attorney review the agreement prior to execution;
- 3. there is valid, bargained for consideration;
- 4. the agreement does not waive any claims that arise after the date of execution;

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Workplace Transparency Act (101 ILCS 0221) Effective 1/1/20

A settlement or termination agreement may contain promises of confidentiality provided: (continued)

- 5. the employee is given 21 calendar days to consider the agreement before signing but may sign at any time during the 21 days knowingly and voluntarily waiving any further time for consideration;
- 6. the employee has 7 calendar days after signing to revoke the agreement unless knowingly and voluntarily waived;

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Workplace Transparency Act (101 ILCS 0221) Effective 1/1/20

The agreement may not unilaterally prohibit the employee from making truthful statements or disclosures regarding unlawful employment practices or to testify in a proceeding concerning alleged criminal conduct or unlawful employment practice on the part of the employer.

The agreement may not prohibit an employee from reporting allegations of unlawful conduct to federal, State, or local officials for investigation or participating in proceedings before any federal, State, or local government agency enforcing discrimination laws.

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