

Illinois

Illinois to Require Employers to Provide Paid Leave for Jury Duty

Illinois has enacted [HB4844](#), requiring employers with at least 26 employees to provide paid leave for jury duty service, beginning **Jan. 1, 2027**.

Jury Duty Leave in Illinois

Under Illinois law, employers must provide unpaid leave to employees summoned to jury duty.

The leave must be provided regardless of the employment shift the employee is assigned to at the time of the summons. Thus, an employer cannot require a night shift employee to work at night while performing jury duty during the day.

Employers are also prohibited from discharging, threatening, intimidating or coercing any employee in connection with the performance of jury service.

Employees must provide reasonable notice of their impending jury service within 10 days after the summons is issued.

Currently, employers are not required to provide jury duty leave as paid.

New Requirement for Paid Leave

HB4844 changes the law to require employers with at least 26 employees to compensate employees at their regular rate while they are on leave for jury service.

The new requirement takes effect Jan. 1, 2027.

Next Steps for Employers

Employers with more than 25 employees should prepare to comply with the new law by the time it takes effect on Jan. 1, 2027. This could entail revising policies, practices and employee handbooks to reflect the paid leave requirement.

Employers should also ensure that payroll systems are updated to provide payment during employee leave for jury duty.

Highlights

- Illinois recently passed a law requiring employers to provide paid leave during employees' jury service.
- The new requirement does not apply to employers with fewer than 26 employees.
- The law takes effect Jan. 1, 2027.