



## PAID LEAVE FOR ALL ACT POLICY

**Board Bylaw:**  
**Policy Number: 4.3101**  
**Subject Area: Personnel**  
**Adopted: 12/18/2023**  
**Revised: 05/20/2024**

Effective January 1, 2024, Kaskaskia Community College will offer paid leave to all eligible employees in compliance with the Paid Leave for All Workers Act (PLFAWA). Eligible employees may use paid leave in accordance with the provisions of the PLFAWA and the administrative regulations published by the Illinois Department of Labor.

Collective Bargaining Agreements (CBA) in effect as of January 1, 2024, are grandfathered and not required to comply with the Paid Leave For All Workers Act for the term of the CBA.

Approved December 18, 2023; Revised May 20, 2024