

Illinois Will Require Paid Jury-Duty Leave Beginning January 1, 2027

By Amy Gibson

August 7, 2026

On July 31, 2026, Governor JB Pritzker signed House Bill 4844 into law as Public Act 104-0683. Beginning January 1, 2027, Illinois employers with more than 25 employees must pay employees at their regular rate for time spent serving on a jury.

Illinois law already requires employers to provide time off for jury service and prohibits retaliation. Until now, however, employers generally were not required to pay employees for that time. For covered employers, jury-duty leave will become paid, job-protected leave.

What the New Law Requires

Public Act 104-0683 amends both the Illinois Jury Act and the Illinois Jury Commission Act. The amended statutes provide that:

- Employers with more than 25 employees must pay employees at their regular rate of pay for time spent serving on jury duty.
- Employers with 25 or fewer employees are exempt from the new compensation requirement. They remain subject to Illinois law protecting an employee's right to take time off for jury service.
- Employees must provide reasonable notice by delivering a copy of the jury summons to the employer within 10 days after the summons is issued.
- The statutes do not state a maximum number of paid jury-service days.

Existing Employee Protections Remain in Effect

The new pay requirement supplements Illinois' existing jury-service protections. It does not replace them.

Employers may not discharge, threaten to discharge, intimidate, or coerce an employee because of actual or scheduled jury service. Employers also must provide time off regardless of the employee's assigned shift. For example, an employer may not require a night-shift employee to work at night while the employee is serving on a jury during the day.

Violations may result in contempt proceedings; liability for lost wages or benefits; injunctive relief; reinstatement; and reasonable attorneys' fees for a prevailing employee represented by counsel.

Questions the Statute Does Not Clearly Answer

The legislation establishes the core requirement but provides few administrative details.

It does not explain:

- how employers should calculate the “regular rate of pay” for employees whose compensation or schedules vary;
- whether jury-service pay may be charged against an employee’s accrued vacation, paid time off, or other paid-leave bank;
- whether county-paid juror compensation may be credited against wages owed by the employer;
- how overtime, shift differentials, commissions, bonuses, or collective bargaining agreements affect the calculation; or
- how the 25-employee threshold should be measured for employers with fluctuating workforces, multiple locations, or employees outside Illinois.

Employers should monitor administrative guidance and consult counsel before deciding issues the statute does not resolve.

What Illinois Employers Should Do Now

Employers should use the remaining months of 2026 to:

1. **Determine coverage.** Confirm whether the organization has more than 25 employees, seeking advice if the headcount fluctuates or spans multiple entities or states.
2. **Revise jury-duty policies.** Update employee handbooks, leave policies, and internal guidance to reflect paid jury leave for covered employees beginning January 1, 2027.
3. **Review payroll procedures.** Establish a process for recording jury-service time and paying affected employees at the appropriate regular rate.
4. **Address related leave rules.** Review the treatment of PTO, varying schedules, juror stipends, salaried and hourly employees, and extended trials.
5. **Standardize documentation.** Establish a consistent process for receiving summonses, confirming service, retaining records, and applying the 10-day notice requirement.
6. **Train HR and managers.** Ensure those handling attendance and scheduling understand both the new pay obligation and the existing prohibition against discouraging or retaliating against jury service.

7. **Review multistate practices.** Determine whether national policies require an Illinois supplement or state-specific payroll procedure.

The Bottom Line

Beginning January 1, 2027, Illinois employers with more than 25 employees must pay employees at their regular rate for jury service. This is more than a handbook edit: the law affects payroll, leave administration, scheduling, recordkeeping, and manager training while leaving several implementation questions unresolved.

Employers should review their practices before year-end and seek guidance on circumstances the statute does not directly address.

For questions about Public Act 104-0683 or assistance updating jury-duty policies and payroll procedures, please contact Amy Gibson or another member of Aronberg Goldgehn's Labor and Employment Law Group.

This alert provides general information and is not legal advice. Because the new law leaves several administrative questions unresolved, employers should seek advice regarding their specific policies and circumstances.

Authority

- [Illinois General Assembly: HB 4844 bill status and effective date](#)
- [Public Act 104-0683](#)