



Honorable JB Pritzker
Governor
State of Illinois
207 State House
Springfield IL 62706

Dear Governor Pritzker,

On behalf of the Illinois Manufacturers' Association (IMA) and our member companies listed below, we respectfully request that you veto HB 2862 that will negatively impact manufacturers across the state and the temporary workers for which they provide jobs.

Illinois manufacturers employ 650,000 workers who produce the single largest share of our state's economy. Manufacturers also create good, high-paying jobs with benefits and a critical cog in the economy. While manufacturing is undeniably crucial to Illinois' economy, HB 2862 will only impede Illinois' competitiveness by mandating a new pay and benefit scale for temporary workers after 90 days of employment. This will make it more expensive to operate in Illinois and create an advantage for companies located outside our state or abroad.

While HB 2862 attempts to provide additional rights and protections for day and temporary workers, it may, in fact, have the opposite effect for these employees. The bill encourages Illinois companies, including manufacturers, retailers, office workers and more, to refrain from extending job opportunities to temporary workers after 90 days of work. Temporary workers who are in positions may find themselves out of a job.

HB 2862 is also poorly structured and is vague on how employers are to calculate and provide the right level of payment for their employees and when temporary workers may be hired due to a new right-to-refusal component of the law. Preventing staffing agencies from assigning workers to a facility over "labor trouble" is undefined and inappropriate, especially since the bill allows third parties, not just workers, to file lawsuits over information related to these placements. When placement does happen, it may be short lived due to the new regulations that go into effect after 90 days of employment.

The bill also is extremely troubling as it has an immediate effective date. Businesses make budgeting and staffing plans that can extend years; however, this bill will force companies to take on more costs and manage confusing regulations in short order. A full veto is appropriate for HB 2862 as companies will have no time to decipher the vague language and plan for its impact on the company and its employees.

Due to HB 2862's lack of clarity, negative impact on both Illinois businesses and employees, and an effective date that would allow for no time for compliance, I respectfully request that you veto HB 2862.