



Illinois Department of Labor
Leave Rights Division
115 S LaSalle St 37th Floor
Chicago, Illinois 60603
312-793-6797

Family Bereavement Leave Act

10(a)(4) Leave Form

FAMILY BEREAVEMENT LEAVE ACT (820 ILCS 154) 10(a)(4) LEAVE FORM

Section 10(a)(4) of the Family Bereavement Leave Act (820 ILCS 154/10(a)(4)) provides eligible employees up to 10 days of unpaid leave time for events related to pregnancy, adoption, and surrogacy. An employer may request reasonable documentation certifying that the employee, the employee's spouse or domestic partner, or the employee's surrogate experienced an event that qualifies for leave under Section 10(a)(4) of the Act; however, an employer *may not* require the employee to identify which category of event the leave pertains to as a condition of exercising rights under the Act. In accordance with 820 ILCS 154/10(d), this form is provided by the Illinois Department of Labor for documentation of 10(a)(4) bereavement leave.

Employee Information (*This section to be completed by employee*)

Employee Name:

Employer Name:

This form is to serve as certification for (*check one*):

☐ Myself

☐ My Spouse / Domestic Partner / Surrogate

CERTIFICATION

Instructions: This section is to be filled out by a health care practitioner or a representative from an adoption or surrogacy organization. Please **do not** indicate which event the individual has experienced.

Certification For:

(Name of Individual)

I, the undersigned, am (*check one*):

☐ A health care practitioner; I treated the above-named individual for a qualifying event under Section 10(a)(4).

☐ A representative from an adoption or surrogacy organization; I worked with the above-named individual related to a qualifying event under Section 10(a)(4).

I certify that the above-named individual experienced a qualifying event under Section 10(a)(4) of the Family Bereavement Leave Act ([Public Act 102-1050](#)).¹

Date Qualifying Event Began: / / (If exact date is unknown, provide approximate
Month Day Year date based on your professional opinion)

Signature of Health Care Practitioner /Representative from Adoption or
Surrogacy Organization

Date

Printed Name

Entity/Organization Name

¹ The following events qualify for bereavement leave under 820 ILCS 154/10(a)(4): (i) miscarriage, (ii) unsuccessful intrauterine insemination or assisted reproductive technology procedure; (iii) failed adoption match or adoption not finalized because it is contested; (iv) failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) stillbirth.