

HB2925



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB2925

Introduced 2/6/2025, by Rep. Bob Morgan

SYNOPSIS AS INTRODUCED:

740 ILCS 174/15
740 ILCS 174/20
740 ILCS 174/30

Amends the Whistleblower Act. Prohibits retaliation by an employer or third party related to a past, current, or future activity that the employee has a good-faith belief violates a municipal, county, State, or federal law, rule, or regulation or poses a substantial and specific danger to employees, public health, or safety. Changes the damages an employee may receive for violations of the Act to include compensatory damages.

LRB104 10445 JRC 20520 b

A BILL FOR

1 AN ACT concerning civil law.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Whistleblower Act is amended by changing
5 Sections 15, 20, and 30 as follows:

6 (740 ILCS 174/15)

7 Sec. 15. Retaliation for certain disclosures prohibited.

8 (a) An employer may not take retaliatory action against an
9 employee who discloses or threatens to disclose to a public
10 body conducting an investigation, or in a court, an
11 administrative hearing, or any other proceeding initiated by a
12 public body, information related to a past, current, or future
13 an activity, policy, or practice of the employer or a third
14 party, where the employee has a good faith belief that the
15 activity, policy, or practice (i) violates a municipal,
16 county, State, or federal law, rule, or regulation or (ii)
17 poses a substantial and specific danger to employees, public
18 health, or safety.

19 (b) An employer may not take retaliatory action against an
20 employee for disclosing or threatening to disclose information
21 to a government or law enforcement agency, whether that agency
22 is the employer or a third party, information related to an
23 activity, policy, or practice of the employer, where the

1 employee has a good faith belief that the activity, policy, or
2 practice of the employer or third party (i) violates a
3 municipal, county, State or federal law, rule, or regulation
4 or (ii) poses a substantial and specific danger to employees,
5 public health, or safety.

6 (c) An employer may not take retaliatory action against an
7 employee for disclosing or threatening to disclose to any
8 supervisor, principal officer, board member, or supervisor in
9 an organization that has a contractual relationship with the
10 employer who makes the employer aware of the disclosure,
11 information related to an activity, policy, or practice of the
12 employer if the employee has a good faith belief that the
13 activity, policy, or practice (i) violates a municipal,
14 county, State or federal law, rule, or regulation or (ii)
15 poses a substantial and specific danger to employees, public
16 health, or safety.

17 (Source: P.A. 103-867, eff. 1-1-25; revised 10-21-24.)

18 (740 ILCS 174/20)

19 Sec. 20. Retaliation for certain refusals prohibited. An
20 employer may not take retaliatory action against an employee
21 for refusing to participate in a past, current, or future an
22 activity when that the employee has a good faith belief that
23 such participation would result in a violation of a municipal,
24 county, State or federal law, rule, or regulation, including,
25 but not limited to, violations of the Freedom of Information

1 Act.

2 (Source: P.A. 103-867, eff. 1-1-25.)

3 (740 ILCS 174/30)

4 Sec. 30. Damages and penalties for the employee. If an
5 employer takes any retaliatory action against an employee in
6 violation of Section 15, or 20, or 20.1, the employee may bring
7 a civil action against the employer for all relief necessary
8 to make the employee whole, including but not limited to the
9 following, as appropriate:

10 (1) permanent or preliminary injunctive relief;

11 (2) reinstatement with the same seniority status that
12 the employee would have had, but for the violation;

13 (3) back pay, with interest of 9% per annum up to 90
14 calendar days from the date the complaint is filed and
15 front pay;

16 (4) liquidated damages of up to \$10,000;

17 (5) compensatory damages;

18 (6) compensation for any costs incurred as a result of
19 the violation, including litigation costs, expert witness
20 fees, and reasonable attorney's fees; and

21 (7) ~~(6)~~ additionally, the court shall award a civil
22 penalty of \$10,000 payable to the employee.

23 (Source: P.A. 103-867, eff. 1-1-25.)