



Sen. Robert Peters

Filed: 10/28/2025

10400HB3005sam003

LRB104 09323 SPS 29393 a

1 AMENDMENT TO HOUSE BILL 3005

2 AMENDMENT NO. _____. Amend House Bill 3005, AS AMENDED,
3 with reference to page and line numbers of Senate Amendment
4 No. 1, on page 61, immediately below line 4, by inserting the
5 following:

6 "Section 30. The Workplace Transparency Act is amended by
7 changing Section 1-35 as follows:

8 (820 ILCS 96/1-35)

9 (Text of Section from P.A. 101-221)

10 Sec. 1-35. Costs and attorney's fees. An employee,
11 prospective employee, or former employee shall be entitled to
12 reasonable attorney's fees and costs incurred in challenging a
13 contract for violation of this Act upon a final,
14 non-appealable action in favor of the employee, prospective
15 employee, or former employee on the question of the validity
16 and enforceability of the contract.

1 (Source: P.A. 101-221, eff. 1-1-20.)

2 (Text of Section from P.A. 104-23)

3 Sec. 1-35. Compensatory damages, costs, and attorney's
4 fees. An employee, prospective employee, or former employee
5 shall be entitled to compensatory damages, in addition to
6 reasonable attorney's fees and costs incurred in challenging a
7 contract for violation of this Act upon a final,
8 non-appealable action in favor of the employee, prospective
9 employee, or former employee on the question of the validity
10 and enforceability of the contract or defending an action for
11 breach of a confidentiality agreement pursuant to this Act.

12 (Source: P.A. 104-23, eff. 1-1-26.)

13 (Text of Section from P.A. 104-320)

14 Sec. 1-35. Compensatory ~~Consequential~~ damages, costs, and
15 attorney's fees. An employee, prospective employee, or former
16 employee shall be entitled to compensatory ~~consequential~~
17 damages, in addition to reasonable attorney's fees and costs
18 incurred in challenging a contract for violation of this Act
19 upon a final, non-appealable action in favor of the employee,
20 prospective employee, or former employee on the question of
21 the validity and enforceability of the contract or defending
22 an action for breach of a confidentiality agreement pursuant
23 to this Act.

24 (Source: P.A. 104-320, eff. 1-1-26.)"; and

1 on page 61, line 13, by replacing "law" with "law, except that
2 Section 30 takes effect January 1, 2026".