

# HB4654



## 104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

**HB4654**

Introduced 2/3/2026, by Rep. Nicole La Ha

### SYNOPSIS AS INTRODUCED:

775 ILCS 50/5

Amends the Human Trafficking Resource Center Notice Act. Requires that the Department of Transportation post a notice as required under the Act in all public restrooms of each roadside rest area.

LRB104 17771 JRC 31203 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 Human Trafficking Resource Center Notice  
5 Act is amended by changing Section 52 as follows:

6 (775 ILCS 50/5)

7 Sec. 5. Posted notice required.

8 (a) Each of the following businesses and other  
9 establishments shall, upon the availability of the model  
10 notice described in Section 15 of this Act, post a notice that  
11 complies with the requirements of this Act in a conspicuous  
12 place near the public entrance of the establishment, in all  
13 restrooms open to the public, or in another conspicuous  
14 location in clear view of the public and employees where  
15 similar notices are customarily posted:

16 (1) On premise consumption retailer licensees under  
17 the Liquor Control Act of 1934 where the sale of alcoholic  
18 liquor is the principal business carried on by the  
19 licensee at the premises and primary to the sale of food.

20 (2) Adult entertainment facilities, as defined in  
21 Section 5-1097.5 of the Counties Code.

22 (3) Primary airports, as defined in Section 47102(16)  
23 of Title 49 of the United States Code.

1 (4) Intercity passenger rail or light rail stations.

2 (5) Bus stations.

3 (6) Truck stops. For purposes of this Act, "truck  
4 stop" means a privately-owned and operated facility that  
5 provides food, fuel, shower or other sanitary facilities,  
6 and lawful overnight truck parking.

7 (7) Emergency rooms within general acute care  
8 hospitals, in which case the notice may be posted by  
9 electronic means.

10 (8) Urgent care centers, in which case the notice may  
11 be posted by electronic means.

12 (9) Farm labor contractors. For purposes of this Act,  
13 "farm labor contractor" means: (i) any person who for a  
14 fee or other valuable consideration recruits, supplies, or  
15 hires, or transports in connection therewith, into or  
16 within the State, any farmworker not of the contractor's  
17 immediate family to work for, or under the direction,  
18 supervision, or control of, a third person; or (ii) any  
19 person who for a fee or other valuable consideration  
20 recruits, supplies, or hires, or transports in connection  
21 therewith, into or within the State, any farmworker not of  
22 the contractor's immediate family, and who for a fee or  
23 other valuable consideration directs, supervises, or  
24 controls all or any part of the work of the farmworker or  
25 who disburses wages to the farmworker. However, "farm  
26 labor contractor" does not include full-time regular

1 employees of food processing companies when the employees  
2 are engaged in recruiting for the companies if those  
3 employees are not compensated according to the number of  
4 farmworkers they recruit.

5 (10) Privately-operated job recruitment centers.

6 (11) Massage establishments. As used in this Act,  
7 "massage establishment" means a place of business in which  
8 any method of massage therapy is administered or practiced  
9 for compensation. "Massage establishment" does not  
10 include: an establishment at which persons licensed under  
11 the Medical Practice Act of 1987, the Illinois Physical  
12 Therapy Act, or the Naprapathic Practice Act engage in  
13 practice under one of those Acts; a business owned by a  
14 sole licensed massage therapist; or a cosmetology or  
15 esthetics salon registered under the Barber, Cosmetology,  
16 Esthetics, Hair Braiding, and Nail Technology Act of 1985.

17 (b) The Department of Transportation shall, upon the  
18 availability of the model notice described in Section 15 of  
19 this Act, post a notice that complies with the requirements of  
20 this Act in all public restrooms in each roadside rest area and  
21 in a conspicuous place near the public entrance of each  
22 roadside rest area or in another conspicuous location in clear  
23 view of the public and employees where similar notices are  
24 customarily posted.

25 (c) The owner of a hotel or motel shall, upon the  
26 availability of the model notice described in Section 15 of

1 this Act, post a notice that complies with the requirements of  
2 this Act in a conspicuous and accessible place in or about the  
3 premises in clear view of the employees where similar notices  
4 are customarily posted.

5 (d) The organizer of a public gathering or special event  
6 that is conducted on property open to the public and requires  
7 the issuance of a permit from the unit of local government  
8 shall post a notice that complies with the requirements of  
9 this Act in a conspicuous and accessible place in or about the  
10 premises in clear view of the public and employees where  
11 similar notices are customarily posted.

12 (e) The administrator of a public or private elementary  
13 school or public or private secondary school shall post a  
14 printout of the downloadable notice provided by the Department  
15 of Human Services under Section 15 that complies with the  
16 requirements of this Act in a conspicuous and accessible place  
17 chosen by the administrator in the administrative office or  
18 another location in view of school employees. School districts  
19 and personnel are not subject to the penalties provided under  
20 subsection (a) of Section 20.

21 (f) The owner of an establishment registered under the  
22 Tattoo and Body Piercing Establishment Registration Act shall  
23 post a notice that complies with the requirements of this Act  
24 in a conspicuous and accessible place in clear view of  
25 establishment employees.

26 (Source: P.A. 102-4, eff. 4-27-21; 102-131, eff. 1-1-22;

HB4654

- 5 -

LRB104 17771 JRC 31203 b

1 102-813, eff. 5-13-22.)