



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4758

by Rep. Gregg Johnson

SYNOPSIS AS INTRODUCED:

820 ILCS 75/10
820 ILCS 75/17 new

Amends the Job Opportunities for Qualified Applicants Act. Provides that, unless driving is an essential job function or is related to a legitimate business purpose for a position, an employer or employment agency shall not: (1) refuse to hire, segregate, or act with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, or privileges or conditions of employment on the basis of an applicant or employee not possessing a driver's license; or (2) include a statement in a posting for a job opening for the position that an applicant must have a valid driver's license. Defines "driver's license". Effective January 1, 2027.

LRB104 19331 SPS 32778 b

1 AN ACT concerning employment.

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

4 Section 5. The Job Opportunities for Qualified Applicants
5 Act is amended by changing Section 10 and by adding Section 17
6 as follows:

7 (820 ILCS 75/10)

8 Sec. 10. Definitions. As used in this Act:

9 "Applicant" means any person pursuing employment with an
10 employer or with or through an employment agency.

11 "Driver's license" means any license or privilege to
12 operate a motor vehicle issued under the laws of this State.

13 "Employer" means any person or private entity that has 15
14 or more employees in the current or preceding calendar year,
15 and any agent of such an entity or person.

16 "Employment agency" means any person or entity regularly
17 undertaking with or without compensation to procure employees
18 for an employer or to procure for employees opportunities to
19 work for an employer and includes an agent of such a person.

20 "Employment" means any occupation or vocation.

21 (Source: P.A. 98-774, eff. 1-1-15.)

22 (820 ILCS 75/17 new)

1 Sec. 17. Driver's licenses. Unless driving is an essential
2 job function or is related to a legitimate business purpose
3 for a position, an employer or employment agency shall not:

4 (1) refuse to hire, segregate, or act with respect to
5 recruitment, hiring, promotion, renewal of employment,
6 selection for training or apprenticeship, discharge,
7 discipline, tenure or terms, or privileges or conditions
8 of employment on the basis of an applicant or employee not
9 possessing a driver's license; or

10 (2) include a statement in a posting for a job opening
11 for the position that an applicant must have a valid
12 driver's license.

13 Section 99. Effective date. This Act takes effect January
14 1, 2027.