

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. An employer or employment
2 agency may not include in any specific job posting a statement
3 that an applicant must have a valid driver's license, unless
4 driving is one of the essential functions of the posted job and
5 is a business necessity. If a job requires a valid driver's
6 license, the employer or employment agency shall include in
7 the job posting a brief description explaining why a valid
8 driver's license is required.

9 Section 99. Effective date. This Act takes effect January
10 1, 2027.