



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB1976

Introduced 2/6/2025, by Sen. Robert Peters

SYNOPSIS AS INTRODUCED:

New Act

Creates the Illinois Workers' Rights and Worker Safety Act. Provides that, except as authorized by State law enacted after January 19, 2025, a State agency may not amend or revise its rules relating to the protection of workers' rights or worker safety in a manner less stringent than specified federal laws. Provides that a State agency may establish workers' rights and worker safety standards that are more stringent than those provided in federal law as the federal law existed on January 19, 2025. Provides that, to the extent a federal law existing on January 19, 2025 is more stringent than a State agency's corresponding standards or rules in its protection of workers' rights or worker safety, or to the extent that there are no State agency standards or rules in place corresponding with a federal law, a State agency shall, as a minimum standard, continue to observe and enforce those workers' rights and worker safety standards provided in federal law as the federal law existed on January 19, 2025. Provides for reporting requirements. Repeals the Act on January 20, 2029.

LRB104 07813 SPS 17859 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. Short title. This Act may be cited as the
5 Illinois Workers' Rights and Worker Safety Act.

6 Section 10. Definitions. As used in this Act:

7 "Federal law" means the federal Fair Labor Standards Act,
8 the federal Occupational Safety and Health Act, the Federal
9 Coal Mine Health and Safety Act, and federal regulations
10 issued under these federal statutes as these federal statutes
11 existed on January 19, 2025.

12 "State agency" means a State agency designated by law to
13 implement the federal law or its State analog.

14 Section 15. Operative provisions. Except as authorized by
15 State law enacted after January 19, 2025, a State agency may
16 not amend or revise the State agency's rules in a manner that
17 is less stringent in its protection of workers' rights or
18 worker safety than standards established under federal law as
19 the federal law existed on January 19, 2025.

20 Except as otherwise provided in State law, a State agency
21 may establish workers' rights and worker safety standards for
22 this State that are more stringent than those provided in

1 federal law as the federal law existed on January 19, 2025.

2 To the extent a federal law existing on January 19, 2025 is
3 more stringent than a State agency's corresponding standards
4 or rules in its protection of workers' rights or worker
5 safety, or to the extent there are no State agency standards or
6 rules in place corresponding with a federal law, a State
7 agency shall, as a minimum standard, continue to observe and
8 enforce those workers' rights and worker safety standards
9 provided in federal law as the federal law existed on January
10 19, 2025.

11 Section 20. Implementation; reporting. Each State agency
12 shall undertake all feasible efforts using the State agency's
13 authority under State and federal law to implement and enforce
14 this Act. Each State agency that takes steps to enforce this
15 Act shall submit a report to the General Assembly at least once
16 each year describing the State agency's compliance with this
17 Act. The report to the General Assembly shall be filed with the
18 Clerk of the House of Representatives and the Secretary of the
19 Senate in electronic form only, in the manner that the Clerk
20 and the Secretary shall direct.

21 Section 90. Repeal. This Act is repealed on January 20,
22 2029.

23 Section 97. Severability. The provisions of this Act are

1 severable. If any provision of this Act or its application is
2 held invalid, that invalidity shall not affect other
3 provisions or applications that can be given effect without
4 the invalid provision or application.