



Rep. Edgar González, Jr.

**Filed: 5/29/2025**

10400SB2339ham002

LRB104 09425 SPS 26975 a

1 AMENDMENT TO SENATE BILL 2339

2 AMENDMENT NO. \_\_\_\_\_. Amend Senate Bill 2339 by replacing  
3 everything after the enacting clause with the following:

4 "Section 5. The Right to Privacy in the Workplace Act is  
5 amended by changing Sections 15 and 20 and by adding Sections  
6 14, 16, 17, 18, 19, and 25 as follows:

7 (820 ILCS 55/14 new)

8 Sec. 14. Employment requirements.

9 (a) If an employer receives a written notification from  
10 any federal agency or other outside vendor not responsible for  
11 the enforcement of immigration law, including, but not limited  
12 to, the Social Security Administration, the Internal Revenue  
13 Service, or an insurance company, of a discrepancy as it  
14 relates to an employee's individual taxpayer identification  
15 number or other identifying documents, the following rights  
16 and protections are granted to the employee:

1       (1) The employer shall not take any adverse action  
2       against the employee solely based on the receipt of the  
3       notification.

4       (2) The employer shall provide a notice to the  
5       employee and to the employee's authorized representative,  
6       if any, as soon as practicable, but not more than 5  
7       business days after the date of receipt of the  
8       notification or after the employer makes the determination  
9       that an employee must respond to the notification in any  
10      manner, whichever is longer, unless a shorter timeline is  
11      provided for under federal law or a collective bargaining  
12      agreement. The employer shall notify the employee in  
13      person and deliver the notification by hand, if possible.  
14      If hand delivery is not possible, then the employer shall  
15      notify the employee by mail and email, if the email  
16      address of the employee is known, and shall notify the  
17      employee's authorized representative. Upon request by the  
18      employee or the employee's authorized representative, the  
19      employer shall give to the employee the original  
20      notification. The notice to the employee shall include,  
21      but shall not be limited to: (i) an explanation that the  
22      federal agency or outside vendor not responsible for the  
23      enforcement of immigration law has notified the employer  
24      that the identification documents presented by the  
25      employee do not appear to match; (ii) the time period the  
26      employee has to contest the disputed information, if such

1        a time period is required by federal law; and (iii) any  
2        action the employer is requiring the employee to take.

3        (3) The employee may have a representative of the  
4        employee's choosing in any meetings, discussions, or  
5        proceedings with the employer.

6        (b) This Section applies to public and private employers.

7        (820 ILCS 55/15) (from Ch. 48, par. 2865)

8        Sec. 15. Administration and enforcement by the Department  
9        and Attorney General.

10       (a) It shall be the duty of the Department to enforce the  
11       provisions of this Act when, in the Department's judgment,  
12       there is cause and sufficient resources for investigation. The  
13       Department shall have the power to conduct investigations in  
14       connection with the administration and enforcement of this  
15       Act, and any investigator with the Department shall be  
16       authorized to visit and inspect, at all reasonable times, any  
17       places covered by this Act and shall be authorized to inspect,  
18       at all reasonable times, records of the employer or  
19       prospective employer related to its employees or prospective  
20       employees and related to its activities under and in  
21       compliance with this Act. The Department shall have the  
22       authority to request the issuance of a search warrant or  
23       subpoena to inspect the files of the employer or prospective  
24       employer, if necessary. The Department shall conduct hearings  
25       in accordance with the Illinois Administrative Procedure Act

1 upon written complaint by an investigator of the Department.  
2 After the hearing, if supported by the evidence, the  
3 Department may (i) issue and cause to be served on any party an  
4 order to cease and desist from further violation of the Act,  
5 (ii) take affirmative or other action as deemed reasonable to  
6 eliminate the effect of the violation, and (iii) determine the  
7 amount of any civil penalty allowed by the Act. The Director of  
8 Labor or his or her representative may compel, by subpoena,  
9 the attendance and testimony of witnesses and the production  
10 of books, payrolls, records, papers, and other evidence in any  
11 investigation or hearing and may administer oaths to witnesses  
12 The Director of Labor or his authorized representative shall  
13 administer and enforce the provisions of this Act. The  
14 Director of Labor may issue rules and regulations necessary to  
15 administer and enforce the provisions of this Act.

16 (a-5) If the Attorney General has reasonable cause to  
17 believe that any person or entity has engaged in a practice  
18 prohibited by this Act, the Attorney General may, pursuant to  
19 the authority conferred by Section 6.3 of the Attorney General  
20 Act, initiate or intervene in a civil action in the name of the  
21 People of the State in any appropriate court to obtain  
22 appropriate relief.

23 (b) If an employee or applicant for employment alleges  
24 that he or she has been denied his or her rights under this  
25 Act, he or she may file a complaint with the Department of  
26 Labor. The Department shall investigate the complaint pursuant

1 ~~to its authority under subsection (a) and shall have authority~~  
2 ~~to request the issuance of a search warrant or subpoena to~~  
3 ~~inspect the files of the employer or prospective employer, if~~  
4 ~~necessary.~~ The Department shall attempt to resolve the  
5 complaint by conference, conciliation, or persuasion. If the  
6 complaint is not so resolved and the Department finds the  
7 employer or prospective employer has violated the Act, the  
8 Department may commence an action in the circuit court to  
9 enforce the provisions of this Act including an action to  
10 compel compliance. The circuit court for the county in which  
11 the complainant resides or in which the complainant is  
12 employed shall have jurisdiction in such actions.

13 (c) (Blank). ~~If an employer or prospective employer~~  
14 ~~violates this Act, an employee or applicant for employment may~~  
15 ~~commence an action in the circuit court to enforce the~~  
16 ~~provisions of this Act, including actions to compel~~  
17 ~~compliance, where efforts to resolve the employee's or~~  
18 ~~applicant for employment's complaint concerning the violation~~  
19 ~~by conference, conciliation or persuasion under subsection (b)~~  
20 ~~have failed and the Department has not commenced an action in~~  
21 ~~circuit court to redress the violation. The circuit court for~~  
22 ~~the county in which the complainant resides or in which the~~  
23 ~~complainant is employed shall have jurisdiction in such~~  
24 ~~actions.~~

25 (d) (Blank). ~~Failure to comply with an order of the court~~  
26 ~~may be punished as contempt. In addition, the court shall~~

1 ~~award an employee or applicant for employment prevailing in an~~  
2 ~~action under this Act the following damages:~~

3 ~~(1) Actual damages plus costs.~~

4 ~~(2) For a willful and knowing violation of this Act,~~  
5 ~~\$200 plus costs, reasonable attorney's fees, and actual~~  
6 ~~damages.~~

7 ~~(3) For a willful and knowing violation of Section~~  
8 ~~12(c) or Section 12(c 2) of this Act, \$500 per affected~~  
9 ~~employee plus costs, reasonable attorney's fees, and~~  
10 ~~actual damages.~~

11 ~~(4) For a willful and knowing violation of Section 13,~~  
12 ~~a civil penalty of a minimum of \$2,000 up to a maximum of~~  
13 ~~\$5,000 for a first violation and a civil penalty of a~~  
14 ~~minimum of \$5,000 up to a maximum of \$10,000 for each~~  
15 ~~subsequent violation per affected employee plus costs,~~  
16 ~~reasonable attorney's fees, and actual damages.~~

17 ~~(e) (Blank). Any employer or prospective employer or his~~  
18 ~~agent who violates the provisions of this Act is guilty of a~~  
19 ~~petty offense.~~

20 (f) Any employer or prospective employer, or the officer  
21 or agent of any employer or prospective employer, who  
22 discharges or in any other manner discriminates against any  
23 employee or applicant for employment because that employee or  
24 applicant for employment has made a complaint to his employer,  
25 or to the Director of Labor or his authorized representative,  
26 or because that employee or applicant for employment has

1 caused to be instituted or is about to cause to be instituted  
2 any proceeding under or related to this Act, or because that  
3 employee or applicant for employment has testified or is about  
4 to testify in an investigation or proceeding under this Act,  
5 is guilty of a petty offense.

6 (g) No employer or prospective employer shall be subject  
7 to concurrent or duplicative enforcement actions under this  
8 Act based on the same set of facts or alleged violations  
9 involving the same individual or individuals. Upon the  
10 initiation of any action under this Act, any other action  
11 arising from the same set of facts or alleged violations and  
12 involving the same individual or individuals shall be barred.  
13 For the purposes of this Section, an action is deemed to be  
14 initiated upon the filing of a complaint in circuit court.

15 (Source: P.A. 103-879, eff. 1-1-25.)

16 (820 ILCS 55/16 new)

17 Sec. 16. Action for civil penalties brought by an  
18 interested party.

19 (a) As used in this Section, "interested party" means a  
20 not-for-profit corporation, as defined by the General Not For  
21 Profit Corporation Act of 1986, or a labor organization, as  
22 defined by 29 U.S.C. 152(5), that monitors or is attentive to  
23 compliance with worker safety and privacy laws, wage and hour  
24 requirements, or other statutory requirements.

25 (b) Upon a reasonable belief that an employer or

1 prospective employer covered by this Act is in violation of  
2 any part of this Act, an interested party may bring a civil  
3 action in the county where the alleged offenses occurred or  
4 where any party to the action resides, in the name of the State  
5 or for the benefit of any impacted employees or prospective  
6 employees.

7 (1) No later than 30 days after filing an action, the  
8 interested party shall serve upon the State through the  
9 Attorney General a copy of the complaint and written  
10 disclosure of substantially all material evidence and  
11 information the interested party possesses.

12 (2) The State may elect to intervene and proceed with  
13 the action no later than 60 days after it receives both the  
14 complaint and the material evidence and information. The  
15 State may, for good cause shown, move the court for an  
16 extension of the time to intervene and proceed with the  
17 action.

18 (3) Before the expiration of the 60-day period or any  
19 extensions under paragraph (2), the State shall:

20 (A) proceed with the action, in which case the  
21 action shall be conducted by the State; or

22 (B) notify the court that it declines to take the  
23 action, in which case the interested party bringing  
24 the action shall have the right to conduct the action.

25 (4) When the State conducts the action, the interested  
26 party shall have the right to continue as a party to the



1 action subject to the following limitations:

2 (A) the State may dismiss the action  
3 notwithstanding the objections of the interested party  
4 initiating the action if the interested party has been  
5 notified by the State of the filing of the motion and  
6 the court has provided the interested party with an  
7 opportunity for a hearing on the motion; and

8 (B) the State may settle the action with the  
9 defendant notwithstanding the objections of the person  
10 initiating the action if the court determines, after a  
11 hearing, that the proposed settlement is fair,  
12 adequate, and reasonable under all the circumstances.

13 (5) If an interested party brings an action under this  
14 Section, no person other than the State may intervene or  
15 bring a related action on behalf of the State based on the  
16 facts underlying the pending action. An interested party  
17 may bring the action subject to the following limitations:

18 (A) the State may dismiss the action  
19 notwithstanding the objections of the interested party  
20 initiating the action if the interested party has been  
21 notified by the State of the filing of the motion and  
22 the court has provided the interested party with an  
23 opportunity for a hearing on the motion; and

24 (B) the State may settle the action with the  
25 defendant notwithstanding the objections of the person  
26 initiating the action if the court determines, after a

1           hearing, that the proposed settlement is fair,  
2           adequate, and reasonable under all the circumstances.

3           (6) An action brought in court by an interested party  
4           under this Section may be dismissed if the court and the  
5           Attorney General give written consent to the dismissal and  
6           their reasons for consenting.

7           (c) Any claim or action filed by an interested party under  
8           this Section shall be made no later than 3 years after the  
9           alleged conduct resulting in the complaint, plus any period  
10          for which the limitations period has been tolled.

11          (d) In an action brought by an interested party under this  
12          Section, an interested party may recover against the covered  
13          entity any statutory penalties set forth in Section 17,  
14          injunctive relief, and any other relief available to the  
15          Department. An interested party who prevails in a civil action  
16          shall receive 10% of any statutory penalties assessed, plus  
17          any attorney's fees and costs. The remaining 90% of any  
18          statutory penalties assessed shall be deposited into the Child  
19          Labor and Day and Temporary Labor Services Enforcement Fund  
20          and shall be used for the purposes set forth in Section 75 of  
21          the Child Labor Law of 2024.

22           (820 ILCS 55/17 new)

23           Sec. 17. Private right of action.

24           (a) A person aggrieved by a violation of this Act or any  
25          rule adopted under this Act by an employer or prospective

1 employer may file suit in circuit court of Illinois, in the  
2 county where the alleged offense occurred, where the employee  
3 or prospective employee who is party to the action resides, or  
4 where the employer or prospective employer which is party to  
5 the action is located, without regard to exhaustion of any  
6 alternative administrative remedies provided in this Act.  
7 Actions may be brought by one or more affected employees or  
8 prospective employees for and on behalf of themselves and  
9 employees or prospective employees similarly situated. An  
10 employee or prospective employee may recover for a violation  
11 of the Act under this Section or under Section 15 or 16 at the  
12 employee or prospective employee's option, but not under more  
13 than one Section. An employee or prospective employee whose  
14 rights have been violated under this Act by an employer or  
15 prospective employer is entitled to collect under this  
16 Section:

17 (1) in the case of a violation of this Act or any rule  
18 adopted under this Act as it relates to the employee or  
19 prospective employee, a civil penalty of not less than  
20 \$100 and not more than \$1,000 for each violation found by a  
21 court;

22 (2) in the case of a violation of this Act or any rule  
23 adopted under this Act as it relates to denial or loss of  
24 employment for the employee or prospective employee, all  
25 relief necessary to make the employee whole, including,  
26 but not limited to, the following:

1           (A) reinstatement with the same seniority status  
2           that the employee would have had but for the  
3           violation, as appropriate;

4           (B) back pay, with interest, as appropriate; and

5           (C) a civil penalty of \$10,000; and

6           (3) compensation for any damages sustained as a result  
7           of the violation, including litigation costs, expert  
8           witness fees, and reasonable attorney's fees.

9           (b) The right of an aggrieved person to bring an action  
10          under this Section terminates upon the passing of 3 years  
11          after the date of the violation. This limitations period is  
12          tolled if an employer or prospective employer has failed to  
13          provide an employee or prospective employee information  
14          required under this Act or has deterred an employee or  
15          prospective employee from the exercise of rights under this  
16          Act.

17          (820 ILCS 55/18 new)

18          Sec. 18. Penalties.

19          (a) An employer or prospective employer that violates any  
20          of the provisions of this Act or any rule adopted under this  
21          Act shall be subject to a civil penalty of not less than \$100  
22          and not more than \$1,000 for each violation of his Act found by  
23          the Department or determined by a court in a civil action  
24          brought by the Department or by an interested party, as  
25          defined in subsection (a) of Section 16, or determined by a

1 court in a civil action brought by the Attorney General  
2 pursuant to its authority under Section 6.3 of the Attorney  
3 General Act. An employer or prospective employer that commits  
4 a second or subsequent violation of the same provisions or  
5 this Act or any rule adopted under this Act within a 3-year  
6 period shall be subject to a civil penalty of not less than  
7 \$1,000 and not more than \$5,000 for each violation of this Act  
8 found by the Department or determined by a court in a civil  
9 action brought by the Department or by an interested party, as  
10 defined in subsection (a) of Section 16, or determined by a  
11 court in a civil action brought by the Attorney General  
12 pursuant to its authority under Section 6.3 of the Attorney  
13 General Act. For purposes of this subsection, each violation  
14 of this Act or any rule adopted under this Act shall constitute  
15 a separate and distinct violation.

16 (b) In determining the amount of a penalty, the Director  
17 or circuit court shall consider (i) the appropriateness of the  
18 penalty to the size of the business of the employer charged and  
19 (ii) the gravity of the violation.

20 (c) The Department shall adopt rules for violation  
21 hearings and penalties for violations of this Act or the  
22 Department's rules in conjunction with the penalties set forth  
23 in this Act. Any administrative determination by the  
24 Department as to the amount of each penalty shall be final  
25 unless reviewed as provided in Section 19.

1 (820 ILCS 55/19 new)

2 Sec. 19. Review under the Administrative Review Law. Any  
3 party to a proceeding under this Act may apply for and obtain  
4 judicial review of an order of the Department entered under  
5 this Act in accordance with the provisions of the  
6 Administrative Review Law, and the Department, in proceedings  
7 under this Act, may obtain an order from the court for the  
8 enforcement of its order.

9 (820 ILCS 55/20)

10 Sec. 20. Dismissal of complaint. The Director or any court  
11 of competent jurisdiction shall summarily dismiss any  
12 complaint alleging a violation of Section 5 of this Act which  
13 states as the sole cause of the complaint that the employer  
14 offered a health, disability, or life insurance policy that  
15 makes a distinction between employees for the type of coverage  
16 or the price of coverage based upon the employees' use of  
17 lawful products.

18 (Source: P.A. 87-807.)

19 (820 ILCS 55/25 new)

20 Sec. 25. Voluntary compliance and safe harbor. No  
21 penalties shall be imposed for violations of Section 14 if the  
22 employer or prospective employer:

23 (1) acts in good faith reliance on guidance issued by  
24 the Illinois Department of Labor or the federal Department

1       of Homeland Security; or

2       (2) makes a bona fide administrative error that does  
3       not affect an employee or prospective employee's  
4       employment or pay.

5       (820 ILCS 55/12 rep.)

6       (820 ILCS 55/13 rep.)

7       Section 10. The Right to Privacy in the Workplace Act is  
8       amended by repealing Sections 12 and 13.

9       Section 15. The Child Labor Law of 2024 is amended by  
10      changing Section 75 as follows:

11      (820 ILCS 206/75)

12      Sec. 75. Civil penalties.

13      (a) Any person employing, allowing, or permitting a minor  
14      to work who violates any of the provisions of this Act or any  
15      rule adopted under the Act shall be subject to civil penalties  
16      as follows:

17          (1) if a minor dies while working for an employer who  
18          is found by the Department to have been employing,  
19          allowing, or permitting the minor to work in violation of  
20          this Act, the employer is subject to a penalty not to  
21          exceed \$60,000, payable to the Department;

22          (2) if a minor receives an illness or an injury that is  
23          required to be reported to the Department under Section 35

1 while working for an employer who is found by the  
2 Department to have been employing, allowing, or permitting  
3 the minor to work in violation of this Act, the employer is  
4 subject to a penalty not to exceed \$30,000, payable to the  
5 Department;

6 (3) an employer who employs, allows, or permits a  
7 minor to work in violation of Section 40 shall be subject  
8 to a penalty not to exceed \$15,000, payable to the  
9 Department;

10 (4) an employer who fails to post or provide the  
11 required notice under subsection (g) of Section 35 shall  
12 be subject to a penalty not to exceed \$500, payable to the  
13 Department; and

14 (5) an employer who commits any other violation of  
15 this Act shall be subject to a penalty not to exceed  
16 \$10,000, payable to the Department.

17 In determining the amount of the penalty, the  
18 appropriateness of the penalty to the size of the business of  
19 the employer charged and the gravity of the violation shall be  
20 considered.

21 Each day during which any violation of this Act continues  
22 shall constitute a separate and distinct offense, and the  
23 employment of any minor in violation of the Act shall, with  
24 respect to each minor so employed, constitute a separate and  
25 distinct offense.

26 (b) Any administrative determination by the Department of



1 the amount of each penalty shall be final unless reviewed as  
2 provided in Section 70.

3 (c) The amount of the penalty, when finally determined,  
4 may be recovered in a civil action brought by the Director in  
5 any circuit court, in which litigation the Director shall be  
6 represented by the Attorney General. In an action brought by  
7 the Department, the Department may request, and the Court may  
8 impose on a defendant employer, an additional civil penalty of  
9 up to an amount equal to the penalties assessed by the  
10 Department to be distributed to an impacted minor. In an  
11 action concerning multiple minors, any such penalty imposed by  
12 the Court shall be distributed equally among the minors  
13 employed in violation of this Act by the defendant employer.

14 (d) Penalties recovered under this Section shall be paid  
15 by certified check, money order, or by an electronic payment  
16 system designated by the Department, and deposited into the  
17 Child Labor and Day and Temporary Labor Services Enforcement  
18 Fund, a special fund in the State treasury. Moneys in the Fund  
19 shall be used, subject to appropriation, for exemplary  
20 programs, demonstration projects, and other activities or  
21 purposes related to the enforcement of this Act or for the  
22 activities or purposes related to the enforcement of the Day  
23 and Temporary Labor Services Act, the Private Employment  
24 Agency Act, or the Right to Privacy in the Workplace Act ~~or for~~  
25 ~~the activities or purposes related to the enforcement of the~~  
26 ~~Private Employment Agency Act.~~

1 (Source: P.A. 103-721, eff. 1-1-25.)

2 Section 97. Severability. The provisions of this Act are  
3 severable under Section 1.31 of the Statute on Statutes.

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.".