

# SB3079



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

SB3079

Introduced 1/29/2026, by Sen. Paul Faraci

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Workplace Accountability in Labor Act. Provides that the Department of Labor may post to a list on its website the name of any person found to be in violation of any State wage, benefit, or tax law and against whom a final order has been issued. Provides that a person placed on the list shall be prohibited from contracting with any public body until the liability for violations of State wage, benefit, and tax laws has been resolved to the satisfaction of the Director of Labor. Sets forth additional procedures concerning a person's placement on the list.

LRB104 16842 SPS 30252 b

A BILL FOR

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 1. Short title. This Act may be cited as the  
5 Workplace Accountability in Labor Act.

6 Section 5. Definitions. As used in this Act:

7 "Contracting" means any arrangement giving rise to an  
8 obligation to supply any product or to perform any service for  
9 a public body, other than through State employment, or to  
10 supply any product to or perform any service for a private  
11 person where the State provides substantial financial  
12 assistance and retains the right to approve or disapprove the  
13 nature or quality of the goods or services or the persons who  
14 may supply or perform the goods or services.

15 "Department" means the Department of Labor.

16 "Director" means the Director of the Department of Labor  
17 or the Director's designee.

18 "Final order" means either a final administrative  
19 determination of the Director or other appropriate State  
20 agency officer issued following adjudication of a matter as a  
21 contested case under the Illinois Administrative Procedure  
22 Act, or where the Department or other appropriate State agency  
23 has made a finding regarding a violation of any State wage,

1 benefit, and tax laws or regarding the levying of a penalty  
2 under any State wage, benefit, and tax laws, has notified the  
3 violator of the finding, and the violator has expressly waived  
4 the right to a hearing by virtue of having failed to request a  
5 hearing within the appropriate time limit established by law.

6 "Person" means any natural person, company corporate  
7 officer or principal, firm, association, corporation,  
8 contractor, subcontractor, or other entity engaged in  
9 contracting.

10 "Public body" means the State, any of its political  
11 subdivisions, any authority created by the General Assembly,  
12 and any instrumentality or agency of the State or of any of its  
13 political subdivisions.

14 "State wage, benefit, and tax laws" means the Equal Pay  
15 Act of 2003, the Prevailing Wage Act, the Minimum Wage Law, the  
16 Workers' Compensation Act, the Workers' Occupational Diseases  
17 Act, the Unemployment Insurance Act, and the Illinois Income  
18 Tax Act.

19 Section 10. Workplace accountability in labor list.

20 (a) The Department may post to a list on its website the  
21 name of any person found to be in violation of any State wage,  
22 benefit, or tax law and against whom a final order has been  
23 issued by the Director or other appropriate agency officer for  
24 any violation of State wage, benefit, and tax laws.

25 (b) If the person satisfies the entirety of the

1 outstanding liability ordered by the court or the Director or  
2 a settlement is reached and all payments have been made in  
3 accordance with the settlement, prior to the anticipated date  
4 for posting of the name on the Department's website, the  
5 Department shall not post the person's name to the list.

6 (c) The Department shall update the list on a monthly  
7 basis, no later than the fifth day of each month. The  
8 Department shall remove the name of a person from the website  
9 within 15 days after the Department determines that the person  
10 has satisfied the entirety of the outstanding liability  
11 ordered by the court, the Director or other agency head, or  
12 made all payments in accordance with the settlement for a  
13 violation of any State wage, benefit, and tax laws.

14 (d) A person placed on the list shall be prohibited from  
15 contracting with any public body until the liability for  
16 violations of State wage, benefit, and tax laws has been  
17 resolved to the satisfaction of the Director.

18 (e) The Department shall provide notice to the person of  
19 its intent to post the name of the person on the Department's  
20 website 15 business days prior to the posting. That notice  
21 shall include the following:

22 (1) the name, email address, and telephone number of a  
23 contact person at the Department and a description of the  
24 procedure for removal of the posting;

25 (2) the specific details concerning the violations and  
26 a copy of the unsatisfied court final judgment or final

1 order for any violation of State wage, benefit, and tax  
2 laws;

3 (3) notification that the person shall be prohibited  
4 from contracting with a public body if the liability is  
5 not resolved; and

6 (4) notification that the person can request a hearing  
7 in writing to the Director no later than 20 days after  
8 receipt of the notice of intent to place the person on the  
9 list.

10 (f) A person who receives a notice of intent under  
11 subsection (e) may request a hearing no later than 20 days  
12 after receipt of the notice of intent. All hearings requested  
13 in accordance with this Section shall be conducted in  
14 accordance with the provisions of the Illinois Administrative  
15 Procedure Act.

16 (g) The Director shall consider the following factors as  
17 material in each decision to place a person on the list under  
18 subsection (a):

19 (1) the record of previous violations;

20 (2) previous placement on the list by the Director;

21 (3) the frequency of violations by the person  
22 discovered in previous or still pending cases;

23 (4) the significance or scale of the violations;

24 (5) the existence of failure to pay;

25 (6) failure to cooperate or respond to a request to  
26 produce records, forms, documents, or proof of payments;

- 1           (7) submission of falsified or altered records, forms,
- 2           documents, or proof of payment;
- 3           (8) failure to provide goods or services; and
- 4           (9) failure to comply with contract specifications.