



Rep. Ann M. Williams

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10400HB0507ham001

LRB104 04369 SPS 28855 a

1 AMENDMENT TO HOUSE BILL 507

2 AMENDMENT NO. _____. Amend House Bill 507 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Workplace Transparency Act is amended by
5 changing Section 1-35 as follows:

6 (820 ILCS 96/1-35)

7 (Text of Section before amendment by P.A. 104-23 and
8 104-320)

9 Sec. 1-35. Costs and attorney's fees. An employee,
10 prospective employee, or former employee shall be entitled to
11 reasonable attorney's fees and costs incurred in challenging a
12 contract for violation of this Act upon a final,
13 non-appealable action in favor of the employee, prospective
14 employee, or former employee on the question of the validity
15 and enforceability of the contract.

16 (Source: P.A. 101-221, eff. 1-1-20.)

1 (Text of Section after amendment by P.A. 104-23 and
2 104-320)

3 Sec. 1-35. Compensatory ~~Consequential~~ damages, costs, and
4 attorney's fees. An employee, prospective employee, or former
5 employee shall be entitled to compensatory ~~consequential~~
6 damages, in addition to reasonable attorney's fees and costs
7 incurred in challenging a contract for violation of this Act
8 upon a final, non-appealable action in favor of the employee,
9 prospective employee, or former employee on the question of
10 the validity and enforceability of the contract or defending
11 an action for breach of a confidentiality agreement pursuant
12 to this Act.

13 (Source: P.A. 104-23, eff. 1-1-26; 102-320, eff. 1-1-26.)

14 Section 95. No acceleration or delay. Where this Act makes
15 changes in a statute that is represented in this Act by text
16 that is not yet or no longer in effect (for example, a Section
17 represented by multiple versions), the use of that text does
18 not accelerate or delay the taking effect of (i) the changes
19 made by this Act or (ii) provisions derived from any other
20 Public Act.

21 Section 99. Effective date. This Act takes effect January
22 1, 2026."