



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

HB1260

Introduced 1/28/2025, by Rep. Jed Davis

#### SYNOPSIS AS INTRODUCED:

625 ILCS 55/5  
820 ILCS 95/1  
820 ILCS 95/5  
820 ILCS 95/10  
820 ILCS 95/15

Amends the Taxi Safety Act of 2007. Provides that taxi drivers shall complete the human trafficking recognition training program published by the Department of Human Services. Amends the Lodging Services Human Trafficking Recognition Training Act. Changes the name of the Act to the Human Trafficking Recognition Training Act. Provides that a bar, barber shop, beauty salon, or school shall provide its employees with training in the recognition of human trafficking and protocols for reporting observed human trafficking to the appropriate authority. Defines terms. Makes conforming changes.

LRB104 05895 SPS 15926 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. The Taxi Safety Act of 2007 is amended by  
5 changing Section 5 as follows:

6 (625 ILCS 55/5)

7 Sec. 5. Requirements for the operation of taxicabs.

8 (a) The taxi driver's picture, the taxi driver's license  
9 or registration number, and the taxicab medallion number or an  
10 exterior identification number must be posted in a visible  
11 location in each cab.

12 (b) There must be posted in a visible location in each  
13 taxicab a telephone number for a passenger to call if the taxi  
14 driver is operating the taxicab in a reckless manner.

15 (c) If a taxi driver collides with a pedestrian while  
16 operating a taxicab, resulting in bodily injury, then any  
17 responding law enforcement officers must test the taxi driver  
18 for drug and alcohol use.

19 (d) The taxi driver shall complete the human trafficking  
20 recognition training program published by the Department of  
21 Human Services as described in the Human Trafficking  
22 Recognition Training Act.

23 (Source: P.A. 95-598, eff. 6-1-08.)

1           Section 10. The Lodging Services Human Trafficking  
2 Recognition Training Act is amended by changing Sections 1, 5,  
3 10, and 15 as follows:

4           (820 ILCS 95/1)

5           Sec. 1. Short title. This Act may be cited as the ~~Lodging~~  
6 ~~Services~~ Human Trafficking Recognition Training Act.

7           (Source: P.A. 101-18, eff. 6-20-19; 101-499, eff. 8-23-19.)

8           (820 ILCS 95/5)

9           Sec. 5. Definitions. In this Act:

10           "Bar" means an establishment that is devoted to the  
11 servicing of alcoholic beverages for consumption by guests on  
12 the premises and that derives no more than 10% of its gross  
13 revenue from the sale of food consumed on the premises. "Bar"  
14 includes, but is not limited to, taverns, nightclubs, cocktail  
15 lounges, adult entertainment facilities, and cabarets.

16           "Barber shop" means an establishment classified as a  
17 barber shop in the 2022 North American Industry Classification  
18 System under code 812111.

19           "Beauty salon" means an establishment classified as a  
20 beauty salon or a salon in the 2022 North American Industry  
21 Classification System under code 812112.

22           "Department" means the Department of Human Services.

23           "Employee" means a person employed by a lodging

1 establishment, restaurant, truck stop, bar, barber shop,  
2 beauty salon, or school. "Employee" has the same application  
3 and meaning as that provided in Sections 1 and 2 of the  
4 Illinois Wage Payment and Collection Act ~~who has recurring~~  
5 ~~interactions with the public, including, but not limited to,~~  
6 ~~an employee who works in a reception area, performs~~  
7 ~~housekeeping duties, helps customers in moving their~~  
8 ~~possessions, or transports by vehicle customers of the lodging~~  
9 ~~establishment.~~

10 "Human trafficking" means the deprivation or violation of  
11 the personal liberty of another with the intent to obtain  
12 forced labor or services, procure or sell the individual for  
13 commercial sex, or exploit the individual in obscene matter.  
14 Depriving or violating a person's liberty includes substantial  
15 and sustained restriction of another's liberty accomplished  
16 through fraud, deceit, coercion, violence, duress, menace, or  
17 threat of unlawful injury to the victim or to another person,  
18 under circumstances where the person receiving or apprehending  
19 the threat reasonably believes that it is likely that the  
20 person making the threat would carry it out.

21 "Lodging establishment" means an establishment classified  
22 as a hotel or motel in the 2017 North American Industry  
23 Classification System under code 721110, and an establishment  
24 classified as a casino hotel in the 2017 North American  
25 Industry Classification System under code 721120.

26 "Restaurant" means any business that is primarily engaged

1 in the sale of ready-to-eat food for immediate consumption  
2 comprising at least 51% of the total sales, excluding the sale  
3 of liquor.

4 "School" means any public or private elementary or  
5 secondary school, including a charter school.

6 "Truck stop" means an establishment intended to provide  
7 services to the trucking industry, including, but not limited  
8 to, selling fuel and food, providing showers, offering repair  
9 services, and offering ample room where drivers of long-haul  
10 trucks can park and rest.

11 (Source: P.A. 101-18, eff. 6-20-19; 101-499, eff. 8-23-19;  
12 102-324, eff. 1-1-22.)

13 (820 ILCS 95/10)

14 Sec. 10. Human trafficking recognition training. Beginning  
15 June 1, 2020, a lodging establishment, restaurant, ~~or~~ truck  
16 stop, bar, barber shop, beauty salon, or school shall provide  
17 its employees with training in the recognition of human  
18 trafficking and protocols for reporting observed human  
19 trafficking to the appropriate authority. The employees must  
20 complete the training within 6 months after beginning  
21 employment ~~in such role with the lodging establishment~~ and  
22 every 2 years thereafter, if still employed ~~by the lodging~~  
23 ~~establishment~~. The training shall be at least 20 minutes in  
24 duration.

25 (Source: P.A. 101-18, eff. 6-20-19; 101-499, eff. 8-23-19;

1 102-324, eff. 1-1-22.)

2 (820 ILCS 95/15)

3 Sec. 15. Human trafficking recognition training  
4 curriculum.

5 (a) A lodging establishment, restaurant, truck stop, bar,  
6 barber shop, beauty salon, or school may use its own human  
7 trafficking training program or that of a third party and be in  
8 full compliance with this Act if the human trafficking  
9 training program includes, at a minimum, all of the following:

10 (1) a definition of human trafficking and commercial  
11 exploitation of children;

12 (2) guidance on how to identify individuals who are  
13 most at risk for human trafficking;

14 (3) the difference between human trafficking for  
15 purposes of labor and for purposes of sex as the  
16 trafficking relates to lodging establishments, restaurants, truck stops, bars, barber shops, beauty  
17 salons, or schools; and

18 (4) guidance on the role of ~~lodging establishment~~  
19 employees in reporting and responding to instances of  
20 human trafficking.

21 (b) The Department shall develop a curriculum for an  
22 approved human trafficking training recognition program which  
23 shall be used by a lodging establishment, restaurant, truck  
24 stop, bar, barber shop, beauty salon, or school that does not  
25

1 administer its own human trafficking recognition program as  
2 described in subsection (a). The human trafficking training  
3 recognition program developed by the Department shall include,  
4 at a minimum, all of the following:

5 (1) a definition of human trafficking and commercial  
6 exploitation of children;

7 (2) guidance on how to identify individuals who are  
8 most at risk for human trafficking;

9 (3) the difference between human trafficking for  
10 purposes of labor and for purposes of sex as the  
11 trafficking relates to lodging establishments,  
12 restaurants, truck stops, bars, barber shops, beauty  
13 salons, or schools; and

14 (4) guidance on the role of lodging establishment,  
15 restaurant, truck stop, bar, barber shop, beauty salon, or  
16 school employees in reporting and responding to instances  
17 of human trafficking.

18 The Department may consult the United States Department of  
19 Justice, United States Department of Commerce, or the United  
20 States Department of Education for the human trafficking  
21 recognition training program developed under this subsection.

22 The Department shall develop and publish the human  
23 trafficking recognition training program described in this  
24 subsection no later than July 1, 2020.

25 (Source: P.A. 101-18, eff. 6-20-19; 101-499, eff. 8-23-19.)