



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4882

by Rep. Dan Ugaste

SYNOPSIS AS INTRODUCED:

New Act

Creates the Future of Work Act of 2026. Creates the Future of Work Task Force. Describes the duties and responsibilities of the Task Force. Provides for the membership and meetings of the Task Force. Provides that members of the Task Force shall serve without compensation. Provides that the Department of Commerce and Economic Opportunity shall provide administrative support to the Task Force. Requires the Task Force to submit a final report to the Governor and the General Assembly no later than August 31, 2028, and every 5 years thereafter. Effective immediately.

LRB104 20243 SPS 33694 b

1 AN ACT concerning State government.

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 Future
5 of Work Act of 2026.

6 Section 5. Findings and declaration of policy. The General
7 Assembly hereby finds, determines, and declares the following:

8 (1) The future of work is a critically important
9 conversation for those currently in the workforce as well
10 as those looking to reenter or enter it as Illinois
11 contemplates an equitable economic recovery from the
12 coronavirus pandemic.

13 (2) Policymakers at every level of government will be
14 required to deal with the concurrent crises of the
15 pandemic recovery, systemic inequities, and creating
16 good-paying jobs. Policymakers must be able to anticipate
17 the workforce policies and programs needed in the future
18 to combat poverty, inequality, and climate change.

19 (3) Rapid advancements in technology, specifically the
20 automation of jobs and expanded artificial intelligence
21 capability, have had and will continue to have a profound
22 impact on the type, quality, and number of jobs available
23 in the 21st century economy.

1 (4) Automation and the rise of artificial intelligence
2 and predictive analytics will have major impacts on
3 industries and their jobs; from the service sector to
4 white collar positions, the impacts will be felt by
5 millions of workers in the United States.

6 (5) Despite the opportunities and challenges presented
7 by rapid advancements in technology, Illinois is a leader
8 in the innovation and development of technology. Illinois
9 has been an engine of progress, and it drives new products
10 that connect people across the globe, sparking economic
11 growth and building prosperity.

12 (6) Illinois has a large, diverse, and well-educated
13 labor force ready to meet the challenges it faces.

14 (7) Innovative partnerships across the private and
15 public sectors need to be created.

16 Section 10. Future of Work Task Force; duties and
17 responsibilities.

18 (a) The Future of Work Task Force is created. The Task
19 Force shall be proactive and plan for the future of work while
20 simultaneously addressing the state of work today.

21 (b) The duties and responsibilities of the Task Force
22 include the following:

23 (1) identify and assess the new and emerging
24 technologies that have the potential to significantly
25 affect employment, wages, and skill requirements;

1 (2) develop a set of job standards and working
2 conditions that will ensure that future work in this State
3 builds a vibrant middle class;

4 (3) identify the potential jobs of the future and
5 opportunities to shape those jobs for the improvement of
6 life for residents of this State;

7 (4) compile research and best practices from other
8 states and countries on how to deploy technology to
9 benefit workers and the public good;

10 (5) develop tools to assess the impact of proposed
11 technologies and evaluate their costs and benefits on
12 workers, employers, the public, and the State;

13 (6) identify policies and practices that will help
14 businesses, workers, and communities thrive economically
15 throughout this State; and

16 (7) propose workforce development, training,
17 education, and apprenticeship programs for the jobs of the
18 future.

19 Section 15. Membership; meetings.

20 (a) The members of the Task Force shall include and
21 represent the diversity of the people of this State, and shall
22 be composed of the following:

23 (1) four members, including one representative of the
24 business community and one representative of the labor
25 community, appointed by the Senate President, one of whom

1 shall serve as co-chair;

2 (2) four members, including one representative of the
3 business community and one representative of the labor
4 community, appointed by the Minority Leader of the Senate,
5 one of whom shall serve as co-chair;

6 (3) four members, including one representative of the
7 business community and one representative of the labor
8 community, appointed by the Speaker of the House of
9 Representatives, one of whom shall serve as co-chair;

10 (4) four members, including one representative of the
11 business community and one representative of the labor
12 community, appointed by the Minority Leader of the House
13 of Representatives, one of whom shall serve as co-chair;

14 (5) four members who are appointed by the Governor and
15 advocate for job growth, with one representative coming
16 from each of the following groups: the business community,
17 the labor community, the environmental community, and the
18 education community;

19 (6) three members appointed by the Governor whose
20 professional expertise is at the juncture of work and
21 workers' rights;

22 (7) the Director of Labor or the Director's designee;

23 (8) the Director of Commerce and Economic Opportunity
24 or the Director's designee;

25 (9) the Director of Employment Security or the
26 Director's designee;

1 (10) the Superintendent of the State Board of
2 Education or his or her designee;

3 (11) the Executive Director of the Illinois Community
4 College Board or the Executive Director's designee; and

5 (12) the Executive Director of the Board of Higher
6 Education or the Executive Director's designee.

7 (b) The initial appointments to the Task Force must be
8 finalized by August 31, 2027. Members of the Task Force shall
9 serve 5-year terms, and each member shall serve until the
10 member's successor is appointed. After members are appointed,
11 the Task Force shall hold one meeting per month for a total of
12 7 meetings before the final report required under subsection
13 (b) of Section 20 is submitted, and the first meeting must be
14 held within 30 days after appointments are finalized.

15 (c) Members of the Task Force shall serve without
16 compensation.

17 (d) The Department of Commerce and Economic Opportunity
18 shall provide administrative support to the Task Force.

19 Section 20. Report; dissolution.

20 (a) The Task Force shall issue a report based upon its
21 findings in the course of performing its duties and
22 responsibilities specified under Section 10. The report shall
23 be written by an independent authority with subject matter
24 expertise on the future of work.

25 (b) The Task Force shall submit its final report to the

1 Governor and the General Assembly no later than August 31,
2 2028, and every 5 years thereafter.

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