



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB1422

Introduced 1/31/2025, by Sen. Michael W. Halpin

SYNOPSIS AS INTRODUCED:

820 ILCS 95/5
820 ILCS 95/10
820 ILCS 95/15
820 ILCS 95/20 new

Amends the Lodging Services Human Trafficking Recognition Training Act. Provides that a unit of local government regulating an employer or a law enforcement agency with jurisdiction over an employer may, in the course of its regulatory or enforcement duties, monitor and enforce compliance with the Act. Provides that, upon the discovery of a violation of the Act, the unit of local government or law enforcement agency shall provide the employer with a reasonable notice of noncompliance that informs the employer that if the employer does not cure the violation within 30 days after notice the employer is subject to a civil penalty. Provides that, if the unit of local government regulating an employer or a law enforcement agency with jurisdiction over an employer verifies that the violation was not corrected within the cure period, the Attorney General or State's Attorney may bring a civil action against that employer. Provides that an employer that violates the Act is guilty of a business offense and may be fined not more than \$1,500 for each offense. Makes conforming changes. Effective January 1, 2026.

LRB104 07414 SPS 17455 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 Lodging Services Human Trafficking
5 Recognition Training Act is amended by changing Sections 5,
6 10, and, 15 and by adding Section 20 as follows:

7 (820 ILCS 95/5)

8 Sec. 5. Definitions. In this Act:

9 "Department" means the Department of Human Services.

10 "Employee" means a person employed by a lodging
11 establishment, restaurant, or truck stop who has recurring
12 interactions with the public, including, but not limited to,
13 an employee who works in a reception area, performs
14 housekeeping duties, helps customers in moving their
15 possessions, or transports by vehicle customers of the lodging
16 establishment, restaurant, or truck stop.

17 "Employer" means a person or entity that operates a
18 lodging establishment, restaurant, or truck stop.

19 "Human trafficking" means the deprivation or violation of
20 the personal liberty of another with the intent to obtain
21 forced labor or services, procure or sell the individual for
22 commercial sex, or exploit the individual in obscene matter.
23 Depriving or violating a person's liberty includes substantial

1 and sustained restriction of another's liberty accomplished
2 through fraud, deceit, coercion, violence, duress, menace, or
3 threat of unlawful injury to the victim or to another person,
4 under circumstances where the person receiving or apprehending
5 the threat reasonably believes that it is likely that the
6 person making the threat would carry it out.

7 "Lodging establishment" means an establishment classified
8 as a hotel or motel in the 2017 North American Industry
9 Classification System under code 721110, and an establishment
10 classified as a casino hotel in the 2017 North American
11 Industry Classification System under code 721120.

12 "Restaurant" means any business that is primarily engaged
13 in the sale of ready-to-eat food for immediate consumption
14 comprising at least 51% of the total sales, excluding the sale
15 of liquor.

16 "Truck stop" means an establishment intended to provide
17 services to the trucking industry, including, but not limited
18 to, selling fuel and food, providing showers, offering repair
19 services, and offering ample room where drivers of long-haul
20 trucks can park and rest.

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

23 (820 ILCS 95/10)

24 Sec. 10. Human trafficking recognition training. Beginning
25 June 1, 2020, an employer ~~a lodging establishment, restaurant,~~

1 ~~or truck stop~~ shall provide its employees with training in the
2 recognition of human trafficking and protocols for reporting
3 observed human trafficking to the appropriate authority. The
4 employees must complete the training within 6 months after
5 beginning employment in such role with the employer ~~lodging~~
6 ~~establishment~~ and every 2 years thereafter, if still employed
7 by the employer ~~lodging establishment~~. The training shall be
8 at least 20 minutes in duration.

9 (Source: P.A. 101-18, eff. 6-20-19; 101-499, eff. 8-23-19;
10 102-324, eff. 1-1-22.)

11 (820 ILCS 95/15)

12 Sec. 15. Human trafficking recognition training
13 curriculum.

14 (a) An employer ~~A lodging establishment~~ may use its own
15 human trafficking training program or that of a third party
16 and be in full compliance with this Act if the human
17 trafficking training program includes, at a minimum, all of
18 the following:

19 (1) a definition of human trafficking and commercial
20 exploitation of children;

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

23 (3) the difference between human trafficking for
24 purposes of labor and for purposes of sex as the
25 trafficking relates to lodging establishments.

1 restaurants, or truck stops; and

2 (4) guidance on the role of lodging establishment,
3 restaurant, or truck stop employees in reporting and
4 responding to instances of human trafficking.

5 (b) The Department shall develop a curriculum for an
6 approved human trafficking training recognition program which
7 shall be used by a lodging establishment, restaurant, or truck
8 stop that does not administer its own human trafficking
9 recognition program as described in subsection (a). The human
10 trafficking training recognition program developed by the
11 Department shall include, at a minimum, all of the following:

12 (1) a definition of human trafficking and commercial
13 exploitation of children;

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

16 (3) the difference between human trafficking for
17 purposes of labor and for purposes of sex as the
18 trafficking relates to lodging establishments, l
19 restaurants, and truck stops; and

20 (4) guidance on the role of lodging establishment, l
21 restaurant, and truck stop employees in reporting and
22 responding to instances of human trafficking.

23 The Department may consult the United States Department of
24 Justice for the human trafficking recognition training program
25 developed under this subsection.

26 The Department shall develop and publish the human

1 trafficking recognition training program described in this
2 subsection no later than July 1, 2020.

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

4 (820 ILCS 95/20 new)

5 Sec. 20. Penalties.

6 (a) A unit of local government regulating an employer or a
7 law enforcement agency with jurisdiction over an employer may,
8 in the course of its regulatory or enforcement duties, monitor
9 and enforce compliance with this Act. Upon the discovery of a
10 violation of this Act, the unit of local government or law
11 enforcement agency shall provide the employer with a
12 reasonable notice of noncompliance that informs the employer
13 that if the employer does not cure the violation within 30 days
14 after notice the employer is subject to a civil penalty
15 described in subsection (b).

16 (b) If the unit of local government regulating an employer
17 or a law enforcement agency with jurisdiction over an employer
18 verifies that the violation was not corrected within the cure
19 period described in subsection (a), the Attorney General or
20 State's Attorney may bring a civil action against that
21 employer. An employer that violates this Act is guilty of a
22 business offense and may be fined not more than \$1,500 for each
23 offense.

24 Section 99. Effective date. This Act takes effect January
25 1, 2026.