



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

SB1973

Introduced 2/6/2025, by Sen. Emil Jones, III

#### SYNOPSIS AS INTRODUCED:

625 ILCS 57/5  
625 ILCS 57/15  
625 ILCS 57/27 new  
625 ILCS 57/30.5 new  
625 ILCS 57/31 new  
625 ILCS 57/31.5 new

Amends the Transportation Network Providers Act. Provides that if a transportation network company (TNC) rejects an individual applying to be a TNC driver, the TNC shall describe to the applicant, in writing, the reasons for their rejection along with documentation confirming that the applicant maintains one of the disqualifying conditions. Provides that every TNC driver has a right to inspect, copy, and receive copies of the specified documents, with exceptions. Provides that within 24 hours of each trip completion, the TNC must transmit a detailed electronic receipt to the TNC driver. Provides that each week, a TNC must transmit a weekly summary to a driver in writing or electronically containing certain information for the preceding calendar week. Requires a TNC to maintain a written plain-language deactivation policy that provides the policies and procedures for deactivation. Prohibits a TNC from deactivating a TNC driver for: (1) a violation not reasonably understood as part of a TNC's written deactivation policy; (2) a driver's ability to work a minimum number of hours; (3) a driver's acceptance or rejection of a ride, as long as the acceptance or rejection is not for a discriminatory purpose; (4) a driver's good faith statement regarding compensation or working conditions made publicly or privately; or (5) a driver asserting the driver's legal rights under any local, State, or federal law. Requires the TNC to provide notice at the time of deactivation or, for deactivations based on serious misconduct, within 3 days of the deactivation. Requires a TNC to adopt policies ensuring complete reimbursement to TNC drivers for any violations of a parking ordinance of a unit of local government. Provides that it is a violation of the Act for a TNC to retaliate through deactivation or in any other manner against a TNC driver for exercising any rights granted under the Act. Makes other changes. Effective January 1, 2026.

LRB104 12140 LNS 22239 b

A BILL FOR

1 AN ACT concerning transportation.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Transportation Network Providers Act is  
5 amended by changing Sections 5 and 15 and by adding Sections  
6 27, 30.5, 31, and 31.5 as follows:

7 (625 ILCS 57/5)

8 (Section scheduled to be repealed on September 1, 2028)

9 Sec. 5. Definitions.

10 "Deactivation" means a TNC blocking a driver's access to a  
11 digital network, suspending a driver, or changing a driver's  
12 status from eligible to ineligible to provide prearranged  
13 rides for a TNC for more than 24 hours, or more than 72 hours  
14 when the TNC must investigate a claim against a driver.

15 "Deactivation" does not include a driver's loss of access to  
16 the digital network that is contingent on a driver's  
17 compliance with licensing, insurance, or regulatory  
18 requirements or that can be resolved through unilateral action  
19 by the driver.

20 "Period 1" or "P1" means the time when a driver is logged  
21 into a TNC application, but has not accepted a ride offer.

22 "Period 2" or "P2" means the time when a driver is  
23 proceeding to pick up a rider after choosing to accept a ride

1 offer.

2 "Period 3" or "P3" means the time when a driver is  
3 transporting a rider from a pick-up location to a drop-off  
4 location.

5 "Transportation network company" or "TNC" means an entity  
6 operating in this State that uses a digital network or  
7 software application service to connect passengers to  
8 transportation network company services provided by  
9 transportation network company drivers. A TNC is not deemed to  
10 own, control, operate, or manage the vehicles used by TNC  
11 drivers, and is not a taxicab association or a for-hire  
12 vehicle owner.

13 "Transportation network company driver" or "TNC driver"  
14 means an individual who operates a motor vehicle that is:

15 (1) owned, leased, or otherwise authorized for use by  
16 the individual;

17 (2) not a taxicab or for-hire public passenger  
18 vehicle; and

19 (3) used to provide transportation network company  
20 services.

21 "Transportation network company services" or "TNC  
22 services" means transportation of a passenger between points  
23 chosen by the passenger and prearranged with a TNC driver  
24 through the use of a TNC digital network or software  
25 application. TNC services shall begin when a TNC driver  
26 accepts a request for transportation received through the

1 TNC's digital network or software application service,  
2 continue while the TNC driver transports the passenger in the  
3 TNC driver's vehicle, and end when the passenger exits the TNC  
4 driver's vehicle. TNC service is not a taxicab, for-hire  
5 vehicle, or street hail service.

6 (Source: Reenacted by P.A. 101-660, eff. 4-2-21.)

7 (625 ILCS 57/15)

8 (Section scheduled to be repealed on September 1, 2028)

9 Sec. 15. Driver requirements.

10 (a) Prior to permitting an individual to act as a TNC  
11 driver on its digital platform, the TNC shall:

12 (1) require the individual to submit an application to  
13 the TNC or a third party on behalf of the TNC, which  
14 includes information regarding his or her full legal name,  
15 social security number, address, age, date of birth,  
16 driver's license, driving history, motor vehicle  
17 registration, automobile liability insurance, and other  
18 information required by the TNC;

19 (2) conduct, or have a third party conduct, a local  
20 and national criminal history background check for each  
21 individual applicant that shall include:

22 (A) Multi-State or Multi-Jurisdictional Criminal  
23 Records Locator or other similar commercial nationwide  
24 database with validation (primary source search); and

25 (B) National Sex Offenders Registry database; and

1           (3) obtain and review a driving history research  
2 report for the individual.

3           (b) The TNC shall not permit an individual to act as a TNC  
4 driver on its digital platform who:

5           (1) has had more than 3 moving violations in the prior  
6 three-year period, or one major violation in the prior  
7 three-year period including, but not limited to,  
8 attempting to evade the police, reckless driving, or  
9 driving on a suspended or revoked license;

10           (2) has been convicted, within the past 7 years, of  
11 driving under the influence of drugs or alcohol, fraud,  
12 sexual offenses, use of a motor vehicle to commit a  
13 felony, a crime involving property damage, or theft, acts  
14 of violence, or acts of terror;

15           (3) is a match in the National Sex Offenders Registry  
16 database;

17           (4) does not possess a valid driver's license;

18           (5) does not possess proof of registration for the  
19 motor vehicle used to provide TNC services;

20           (6) does not possess proof of automobile liability  
21 insurance for the motor vehicle used to provide TNC  
22 services; or

23           (7) is under 19 years of age.

24           (c) An individual who submits an application under  
25 paragraph (1) of subsection (a) that contains false or  
26 incomplete information shall be guilty of a petty offense.

1       (d) If a TNC rejects an individual applying to be a TNC  
2 driver for the failure to comply with a provision of this  
3 Section, the TNC shall describe to the applicant, in writing,  
4 the reasons for their rejection along with documentation  
5 confirming that the applicant maintains one of the  
6 disqualifying conditions.

7       (Source: P.A. 100-738, eff. 8-7-18. Reenacted by 101-660, eff.  
8 4-2-21.)

9       (625 ILCS 57/27 new)

10       Sec. 27. Information transparency.

11       (a) Upon request in writing to their contracting TNC,  
12 every TNC driver has a right to inspect, copy, and receive  
13 copies of the following documents:

14           (1) any documents which are, have been, or are  
15 intended to be used in determining that TNC driver's  
16 qualifications to contract with the TNC, compensation,  
17 benefits, discharge, or other disciplinary action;

18           (2) any contracts or agreements that the TNC maintains  
19 is legally binding on the TNC driver;

20           (3) any handbooks that the TNC made available to the  
21 TNC driver or that the TNC driver acknowledged receiving;

22           (4) any written TNC policies or procedures that the  
23 TNC contends the TNC driver was subject to and that  
24 concern qualifications for their continued contract with  
25 the TNC, compensation, benefits, discharge, or other

1 disciplinary action;

2 (5) any data collected by a TNC related to the TNC  
3 driver's performance; and

4 (6) any information contained in daily or weekly  
5 reports as described in subsections (c) and (d).

6 The inspection right encompasses documents in the  
7 possession of a person, corporation, partnership, or other  
8 association having a contractual agreement with the TNC to  
9 keep or supply such records. A TNC driver does not have a right  
10 under this Section to the documents categorized in subsection  
11 (b).

12 (b) The right of the TNC driver to inspect his or her  
13 records does not apply to:

14 (1) any portion of a test document, except that the  
15 TNC driver may see a cumulative total test score for  
16 either a section of or the entire test document;

17 (2) materials relating to the TNC's staff planning,  
18 such as matters relating to the business' development,  
19 expansion, closing or operational goals, where the  
20 materials relate to or affect more than one TNC driver;  
21 however, this exception does not apply if such materials  
22 are, have been, or are intended to be used by the TNC in  
23 determining a TNC driver's qualifications for continued  
24 contract, compensation, or benefits, or in determining  
25 that individual TNC driver's discharge or discipline;

26 (3) information of a personal nature about a person

1 other than the TNC driver if disclosure of the information  
2 would constitute a clearly unwarranted invasion of the  
3 other person's privacy;

4 (4) a TNC that does not maintain any personnel  
5 records;

6 (5) records relevant to any other pending claim  
7 between the TNC and the TNC driver which may be discovered  
8 in a judicial proceeding;

9 (6) investigatory or security records maintained by a  
10 TNC to investigate criminal conduct by a TNC driver or  
11 other activity by a TNC driver which could reasonably be  
12 expected to harm the TNC's property, operations, or  
13 business or could by the TNC driver's activity cause the  
14 TNC financial liability, unless and until the TNC takes  
15 adverse action based on information in such records; and

16 (7) a TNC's trade secrets, client lists, sales  
17 projections, and financial data.

18 (c) Within 24 hours of each trip completion, the TNC must  
19 transmit a detailed electronic receipt to the TNC driver  
20 containing the following information for each unique trip or  
21 portion of a unique trip:

22 (1) the date and pick-up and drop-off locations. In  
23 describing the pick-up and drop-off locations, the TNC  
24 shall describe the location by indicating the specific  
25 block in which the pick-up and drop-off occurred;

26 (2) the time and total mileage traveled from pick up

1 to drop off of a rider or riders for P3;

2 (3) the time and total mileage traveled from  
3 acceptance of the assignment to completion for P2 and P3;

4 (4) total fare or fee paid by the rider or riders; and

5 (5) total compensation to the driver, specifying:

6 (A) any applicable rate or rates of pay, any  
7 applicable price multiplier, or variable pricing  
8 policy in effect;

9 (B) any gratuity; and

10 (C) an itemized list of all tolls, fees, or other  
11 pass-throughs from the rider charged to the driver.

12 (d) Each week, a TNC must transmit a weekly summary to a  
13 driver in writing or electronically containing the following  
14 information for the preceding calendar week:

15 (1) total time the driver logged into the TNC  
16 application;

17 (2) total time and mileage for P2 and P3 segments;

18 (3) total fares or fees paid by riders; and

19 (4) total compensation to the driver, including any  
20 gratuities.

21 Notice under this subsection must be provided in written  
22 plain language.

23 (625 ILCS 57/30.5 new)

24 Sec. 30.5. Deactivation.

25 (a) A TNC must maintain a written plain-language

1 deactivation policy that provides the policies and procedures  
2 for deactivation. The TNC must make the deactivation policy  
3 available online, through the TNC's digital platform. Updates  
4 or changes to the policy must be provided to TNC drivers at  
5 least 48 hours before they go into effect. The deactivation  
6 policy must:

7 (1) state that the deactivation policy is enforceable  
8 as a term of the TNC's contract with a driver;

9 (2) provide drivers with a reasonable understanding of  
10 the circumstances that constitute a violation that may  
11 warrant deactivation under the deactivation policy and  
12 indicate the consequences known, including the specific  
13 number of days or range of days for a deactivation if  
14 applicable;

15 (3) describe fair and reasonable procedures for  
16 notifying a driver of a deactivation and the reason for  
17 the deactivation;

18 (4) describe fair, objective, and reasonable  
19 procedures and eligibility criteria for the  
20 reconsideration of a deactivation decision and the process  
21 by which a driver may request a deactivation appeal with  
22 the TNC; and

23 (5) be specific enough for a driver to understand what  
24 constitutes a violation of the policy and how to avoid  
25 violating the policy.

26 (b) A TNC must not deactivate a TNC driver for:

1           (1) a violation not reasonably understood as part of a  
2           TNC's written deactivation policy;

3           (2) a driver's ability to work a minimum number of  
4           hours;

5           (3) a driver's acceptance or rejection of a ride, as  
6           long as the acceptance or rejection is not for a  
7           discriminatory purpose;

8           (4) a driver's good faith statement regarding  
9           compensation or working conditions made publicly or  
10           privately; or

11           (5) a driver asserting the driver's legal rights under  
12           any local, State, or federal law.

13           (c) The TNC must provide notice at the time of the  
14           deactivation or, for deactivations based on serious  
15           misconduct, within 3 days of the deactivation. A written  
16           notice must include:

17           (1) the reason for deactivation;

18           (2) anticipated length of the deactivation, if known;

19           (3) what day the deactivation started on;

20           (4) an explanation of whether or not the deactivation  
21           can be reversed and clear steps for the driver to take to  
22           reverse a deactivation; and

23           (5) instructions for a driver to challenge the  
24           deactivation and information on their rights under the  
25           appeals process described in subsection (d).

26           (d) The deactivation policy must provide the driver with

1 an opportunity to appeal the deactivation upon receipt of the  
2 notice and an opportunity to provide information to support  
3 the request. An appeal process must provide the driver with no  
4 less than 30 days from the date the notice was provided to the  
5 driver to appeal the deactivation and allow the driver to have  
6 the support of an advocate or attorney. Unless the TNC or the  
7 driver requests an additional 15 days, a TNC must review and  
8 make a final decision on the appeal within 15 days from the  
9 receipt of the requested appeal and information to support the  
10 request. A TNC may use a third party to assist with appeals.  
11 The TNC must consider any information presented by the driver  
12 under the appeal process. For a deactivation to be upheld,  
13 there must be evidence under the totality of the circumstances  
14 to find that it is more likely than not that a rule violation  
15 subjecting the driver to deactivation has occurred. This  
16 Section does not apply to deactivations for economic reasons  
17 or during a public state of emergency that are not targeted at  
18 a particular driver or drivers. If an unintentional  
19 deactivation of an individual driver occurs due to a purely  
20 technical issue and is not caused by any action or fault of the  
21 driver, the driver, upon request, must be provided reasonable  
22 compensation for the period of time the driver was not able to  
23 accept rides through the TNC capped at a maximum of 21 days.  
24 For the purposes of this subsection, "reasonable compensation"  
25 means compensation for each day the driver was deactivated  
26 using the driver's daily average in earnings from the TNC for

1 the 90 days prior to the deactivation.

2 (625 ILCS 57/31 new)

3 Sec. 31. Parking violation reimbursement. By the effective  
4 date of this amendatory Act of the 104th General Assembly, a  
5 TNC must adopt policies ensuring complete reimbursement to TNC  
6 drivers for any violations of a parking ordinance of a unit of  
7 local government, as long as the TNC driver has submitted a  
8 request to the TNC containing the following information:

9 (1) the date and time the ticket for the parking violation  
10 was issued; and

11 (2) A signed attestation stating that the ticket was  
12 issued while the TNC driver was performing a function in  
13 connection to an assignment accepted through the TNC  
14 application; and

15 (3) An image of the ticket.

16 (625 ILCS 57/31.5 new)

17 Sec. 31.5. Retaliation and Enforcement.

18 (a) It is a violation of this Act for a TNC to retaliate  
19 through deactivation or in any other manner against a TNC  
20 driver for exercising any rights granted under this Act. Such  
21 retaliation shall subject a TNC to civil penalties pursuant to  
22 a private cause of action. The actions that are protected from  
23 retaliation include, but are not limited to:

24 (1) Making a complaint to a TNC, another TNC driver,

1 before a public hearing, or to a State or federal agency  
2 that rights guaranteed under this Act have been violated;

3 (2) Causing to be instituted or proceeding under or  
4 related to this Act; or

5 (3) Testifying or preparing to testify in an  
6 investigation or proceeding under this Act.

7 (b) Actions may be brought by one or more TNC driver for  
8 and on behalf of themselves and other TNC drivers similarly  
9 situated. A TNC driver whose rights have been violated under  
10 this ACT by a TNC is entitled to collect:

11 (1) in the case of a violation of Section 27,  
12 compensatory damages and an amount up to \$500;

13 (2) compensatory damages;

14 (3) in the case of a violation of Section 30.5,  
15 compensatory damages and an amount up to \$1,000 per  
16 violation;

17 (4) in the case of unlawful retaliation, all legal or  
18 equitable relief as may be appropriate; and

19 (5) attorney's fees and costs.

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