

SB3975



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

SB3975

Introduced 2/6/2026, by Sen. Omar Aquino

SYNOPSIS AS INTRODUCED:

820 ILCS 112/12 new

Amends the Equal Pay Act of 2003. Provides that, no later than 2 years after the effective date of the amendatory Act, the Department of Labor shall adopt rules that require specified employers doing business in the State to file an annual report, that will be made available to the public on a dedicated page of the Department's website, regarding workforce management policies, practices, and performance with respect to the employer. Describes the information required to be reported. Sets forth provisions concerning the standardization of data and exemptions to the provision.

LRB104 20750 SPS 34254 b

A BILL FOR

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 Equal Pay Act of 2003 is amended by adding
5 Section 12 as follows:

6 (820 ILCS 112/12 new)

7 Sec. 12. Disclosures relating to workforce management.

8 (a) No later than 2 years after the effective date of this
9 amendatory Act of the 104th General Assembly, the Department
10 shall adopt rules that require each employer that is doing
11 business in this State and that has more than \$100,000,000 in
12 annual revenue and over 100 employees to file and make
13 publicly available on its website an annual report describing
14 the employer's workforce management policies, practices, and
15 performance.

16 (b) Each annual report filed with the Department in
17 accordance with the rules adopted under subsection (a) shall
18 include disclosure of the following with respect to the
19 employer filing the report for the year covered by the report:

20 (1) workforce demographic information, including:

21 (A) the number of full-time employees, the number
22 of part-time employees, and the number of contingent
23 workers, including temporary and contract workers,

1 with respect to the employer, which shall include
2 demographic information with respect to those
3 categories of individuals, including information
4 regarding race, ethnicity, and gender;

5 (B) any policies or practices of the employer
6 relating to subcontracting, outsourcing, and
7 insourcing individuals to perform work for the
8 employer, which shall include demographic information
9 with respect to those individuals, including
10 information regarding race, ethnicity, and gender; and

11 (C) whether the percentage of full-time equivalent
12 hours by contingent workers with respect to the
13 employer has changed, including temporary and contract
14 workers, as compared with the previous annual report
15 filed by the employer under this subsection;

16 (2) workforce stability information, including
17 information about the voluntary turnover or retention
18 rate, the involuntary turnover rate, the internal hiring
19 rate, the internal promotion rate, and the horizontal job
20 change rate by quintile and demographic information;

21 (3) workforce composition, including:

22 (A) data on diversity, including racial, ethnic,
23 and gender composition, for senior executives and
24 other individuals in the workforce; and

25 (B) any policies, audits, and programming
26 expenditures relating to diversity;

- 1 (4) workforce skills and capabilities, including:
- 2 (A) information about training and cross-training
3 of employees and contingent workers by quintile and
4 demographic information, distinguishing between
5 compliance training, career development training, job
6 performance or technical training, and training tied
7 to recognized postsecondary credentials;
- 8 (B) average number of hours of training for each
9 employee and contingent worker;
- 10 (C) total spending on training for all employees
11 and contingent workers;
- 12 (D) average spending per employee or contingent
13 worker;
- 14 (E) training utilization rates; and
- 15 (F) whether completion of training opportunities
16 translates into value added benefit for workers, as
17 determined by wage increases or internal promotions;
- 18 (5) workforce health, safety, and well-being,
19 including information regarding:
- 20 (A) the frequency, severity, and lost time due to
21 injuries, physical and mental illness, and fatalities;
- 22 (B) the scope, frequency, and total expenditure on
23 workplace health, safety, and well-being programs;
- 24 (C) the total dollar value of assessed fines under
25 the Occupational Safety and Health Act of 1970 (29
26 U.S.C. 651 et seq.);

1 (D) the total number of actions brought under
2 Section 13 of the Occupational Safety and Health Act
3 of 1970 (29 U.S.C. 662) to prevent imminent dangers;

4 (E) the total number of actions brought against
5 the employer under subsection (c) of Section 11 of the
6 Occupational Safety and Health Act of 1970 (29 U.S.C.
7 660(c));

8 (F) any findings of workplace harassment or
9 workplace discrimination during the 5 fiscal year
10 period of the employer preceding the fiscal year in
11 which the report is filed; and

12 (G) communication channels and grievance
13 mechanisms in place for employees and contingent
14 workers;

15 (6) workforce accessibility, including information
16 regarding:

17 (A) workplace policies in place to ensure
18 compliance with the Americans with Disabilities Act;
19 and

20 (B) the total dollar value of assessed fines under
21 the Americans with Disabilities Act;

22 (7) workforce compensation and incentives, including
23 information regarding:

24 (A) total workforce costs, including salaries and
25 wages, health benefits, other ancillary benefit costs,
26 and pension costs;

1 (B) workforce benefits, including paid leave,
2 health care, child care, and retirement, including
3 information regarding benefits that are provided to:

4 (i) full-time employees and not to part-time
5 employees; or

6 (ii) employees and not to contingent workers;

7 (C) total contributions made to unemployment
8 insurance by the employer, how many employees to whom
9 those contributions apply, and the total amount paid
10 in unemployment compensation to individuals who were
11 laid off by the employer;

12 (D) policies and practices regarding how
13 performance, productivity, equity, and sustainability
14 are considered when setting pay and making promotion
15 decisions; and

16 (E) policies and practices relating to any
17 incentives and bonuses provided to employees and any
18 policies or practices designed to counter any risks
19 created by such incentives and bonuses;

20 (8) workforce recruiting and needs, including:

21 (A) the number of new jobs created, seeking to be
22 filled, and filled, disaggregated based on
23 classification status;

24 (B) the share of new jobs that require a
25 bachelor's degree or higher;

26 (C) the retention rate for individuals hired to

1 fill the jobs described in subparagraph (B); and
2 (9) workforce engagement and productivity, including
3 information regarding policies and practices of the
4 employer relating to:

5 (A) engagement, productivity, and mental
6 well-being of employees and contingent workers; and

7 (B) freedom of association and work-life balance
8 initiatives, including flexibility and the ability of
9 the workforce to work remotely.

10 (c) To the maximum extent feasible, the information
11 described in subsection (b) shall be disaggregated by:

12 (1) the workforce composition described in paragraph
13 (3) of subsection (b);

14 (2) wage quintiles of the employees of the employer
15 for the year covered by the applicable annual report; and

16 (3) the employment status of individuals performing
17 services for the employer, including whether those
18 individuals are full-time employees, part-time employees,
19 or contingent workers.

20 (d) The form and manner of the data reported under
21 subsection (b) shall allow the data to be tagged in a
22 standardized format determined by the Department.

23 (e) When collecting data required under subsection (b) for
24 workers based outside of the country, employers shall:

25 (1) collect data in a form and manner consistent with
26 workforce practices of the country in which the workers

1 are based, so long as the employer continues to comply
2 with subsection (d);

3 (2) maintain compliance with any privacy laws in other
4 countries that might restrict collection of any of the
5 data otherwise required in this Act; and

6 (3) make all reasonable efforts to standardize
7 workforce data across countries where the employer has
8 workers so the data is clear and easy to understand.

9 (f) Except as provided in subsection (g), no person may
10 file a report or document under this Section that contains a
11 false material fact or omits a material fact needed to make the
12 report accurate and not misleading.

13 (g) A person shall not be liable under this subsection if
14 the person shows that the person had, after reasonable
15 investigation, reasonable ground to believe, and did believe,
16 at the time the applicable statement was made, that the
17 statement was true and that there was no omission to state a
18 material fact necessary to make the statement made, in the
19 light of the circumstances under which it is made, not
20 misleading.

21 (h) This Section shall not apply to an investment company
22 registered under Section 8 of the Investment Company Act of
23 1940 (15 U.S.C. 80a-8).