

IMI

ILLINOIS MUNICIPAL LEAGUE

as of November 14, 2024

New Laws Taking Effect in 2025

(Including select laws that take effect in 2026.)



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This report includes legislation of municipal interest that was enacted into law and goes into effect in 2025 and select laws that take effect in 2026. These laws have public act (P.A) numbers and effective dates.

In instances where the Illinois Municipal League (IML) took an active position, that position is acknowledged. Bills that have passed both chambers with no further action or have been vetoed can be found in our *Legislation of Municipal Interest Approved by Both Chambers - 2024 Spring Legislative Session* report ([available via this link](#)). It is recommended that public acts be read in their entirety for a full understanding of the content, which can be found at iml.org/legislative.

Summaries of each bill provided herein are pulled from the Illinois General Assembly's website (ilga.gov) as a resource for municipalities. Any grammatical or syntax errors have not been corrected; the text is shown as obtained from ilga.gov.

ECONOMIC DEVELOPMENT/TAX INCREMENT FINANCING (TIF)/ENTERPRISE ZONES

P.A. 103-0957 (SB 3219) (Sen. D. Turner, Rep. Harper) – GROCERY INITIATIVE - GRANTS

Amends the Grocery Initiative Act. Provides that the Department of Commerce and Economic Opportunity may, subject to appropriation, provide grants for equipment upgrades for farmer-owned grocery stores or markets. IML supported the legislation. Effective January 1, 2025.

ENVIRONMENTAL

P.A. 103-0794 (HB 1837) (Rep. Hammond, Sen. Anderson) – LANDSCAPE WASTE

Amends the Environmental Protection Act. In provisions prohibiting the burning of landscape waste, exempts a person engaged in the business of tree removal, at the person's registered place of business, provided that the burning activity: (i) is located in a county with a population of 50,000 or less; (ii) is more than 1,000 feet from the nearest residence; (iii) is not located in an area with a PM2.5 design value greater than nine micrograms per cubic meter; (iv) is not located in an area of environmental justice concern; as determined by the Agency's EJ Start tool; and, (v) is conducted in accordance with all federal, state, and local laws and ordinances. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0799 (HB 2363) (Rep. Smith, Sen. Johnson) – CLEAN LIGHTING ACT

Creates the Clean Lighting Act. Prohibits offering for sale, selling or distributing as a new manufactured product: (i) a screw-base or bayonet-base compact fluorescent lamp on or after January 1, 2026; and, (ii) a pin-base compact fluorescent lamp or a linear fluorescent lamp on or after January 1, 2027 (rather than January 1, 2025). Provides that utilities may offer energy efficient lighting, rebates or lamp recycling services, or claim persisting energy savings based on fluorescent technology resulting from such programs, through its energy conservation and optimization plans approved by the Illinois Commerce Commission under certain provisions. Effective January 1, 2025.

P.A. 103-0801 (HB 3046) (Rep. Williams, Sen. Villivalam) – EFFLUENT REUSE RULES

Provides that the use of treated municipal wastewater from a publicly owned treatment works is authorized for irrigation when conducted in accordance with a permit issued under a specified provision of the Act. Provides that the Illinois Environmental Protection Agency may propose, and the Illinois Pollution Control Board shall adopt, rules regarding the use of recycled sewage treatment plant effluent to facilitate water reuse, as well as rules establishing programs for direct potable reuse of treated wastewater. Effective January 1, 2025.

P.A. 103-0887 (SB 0839) (Sen. Holmes, Rep. Manley) – PAINT STEWARDSHIP ACT CHANGES

Amends the Paint Stewardship Act. In a provision regarding a paint stewardship program plan, provides that not later than 90 days after submission of a plan, the Environmental Protection Agency (EPA) shall approve or disapprove the plan, with certain requirements. Provides that the plan shall be submitted not later than July 1, 2025. Provides that by July 1, 2028, and each July 1 thereafter, a manufacturer shall submit a report to the Agency that details the implementation of the manufacturer's program during the prior calendar year. Excludes paint and paint-related waste, as well as certain paint and paint-related waste that are hazardous waste, from the definition of "special waste." Provides that paint and paint-related waste that are hazardous waste are designated as universal waste subject to the streamlined hazardous waste rules. Provides that EPA shall propose, and the Pollution Control Board shall adopt,

rules to designate and provide for the management of paint and paint waste as universal waste. Effective January 1, 2025.

P.A. 103-0917 (SB 2743) (Sen. Ellman, Rep. Williams) – WATER PLAN TASK FORCE ACT

Creates the Water Plan Task Force Act. Establishes the State Water Plan Task Force. Provides that the Task Force shall be chaired by the Director of the Office of Water Resources of the Department of Natural Resources and composed of the directors, or their designee, from various other state entities. Requires the Task Force to identify critical water issues, to develop and implement recommendations that address the critical water issues, and to reevaluate critical water issues and needs. Requires the Task Force to publish a State Water Plan not less than every 10 years. Effective January 1, 2025.

P.A. 103-0620 (SB 2747) (Sen. Edly-Allen, Rep. B. Hernandez) –EXOTIC WEEDS - PERMITS

Changes the title of the Act to the Illinois Exotic Weeds Act. Provides that the Department of Natural Resources shall determine the plants that are exotic weeds for the purposes of the Act and shall compile and keep current a list of such exotic weeds, which list shall be published and incorporated in the rules of the Department. Provides that the Department of Natural Resources may (rather than shall) issue permits to buy, sell, offer for sale, distribute or plant seeds, plants, or plant parts of exotic weeds pursuant to administrative rule. Provides that the Department, by rule, shall exempt varieties of any species listed in Department rule. Provides that, for the control of exotic weeds, a municipality may adopt an ordinance to eradicate exotic weeds listed in the rules of the Department. Deletes the listing of specified exotic weeds from the Act. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0923 (SB 2781) (Sen. Ventura, Rep. Huynh) – FORESTS, WETLANDS AND PRAIRIES ACT

Creates the Forests, Wetlands and Prairies Act. Provides that the Department of Natural Resources shall prepare and maintain a comprehensive Forests, Wetlands and Prairies Grant plan for the preservation and enhancement of forests, prairies and wetlands in Illinois. Provides that the Department of Natural Resources, pursuant to the comprehensive plan and subject to appropriation, shall establish and administer a Forests, Wetlands and Prairies Grant Program to restore degraded forest lands and native prairies, and to promote the growth of native vegetation that remove carbon dioxide from the atmosphere and help to mitigate the impact of climate change. Provides that units of local government are eligible to submit a grant proposal in a format and at a time prescribed by the Department of Natural Resources. Provides that grants may be used by units of local government to fund: (1) local projects restoring or expanding forests, wetlands, prairies or other natural landscapes demonstrated to absorb carbon dioxide from the atmosphere; (2) education and marketing regarding local projects or steps community members may take to promote the growth of native vegetation that removes carbon dioxide from the atmosphere; and (3) any other purpose approved by the Department of Natural Resources that advances the state goal that there be no overall net loss of the state's existing forest, prairie or wetland acres or their functional value due to state-supported activities. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0927 (SB 2876) (Sen. Villa, Rep. Tarver II) – SOLID WASTE - EVENT FACILITIES

Creates the Large Event Facilities Act. In provisions regarding requirements for an owner or operator of an event facility that has a maximum capacity of at least 3,500 persons, provides that the recyclable materials may be transferred to a recycling center in the same manner in which they were collected within the event facility. Provides that an owner or operator of an event facility is in compliance with these provisions if the owner or operator offers the disposal of recyclable materials and organic waste in separate containers clearly labeled and distributed throughout the event facility. Sets forth fines and penalties for violations of the Act. Provides that a State's Attorney or municipal attorney may prosecute

an owner or operator of an event facility who violates this Act. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-1025 (SB 3601) (Sen. Edly-Allen, Rep. Faver Dias) – UNDERGROUND STORAGE TANK REGISTRATION

Amends the Environmental Protection Act. Deletes provisions requiring owners of underground storage tanks containing hazardous waste to register the tanks with the Illinois Environmental Protection Agency and provide the Agency with information concerning the contents of the tanks. Deletes a provision requiring the owners of registered tanks to notify the Agency of any change in registration information or of the removal the tank from service. Effective January 1, 2025.

P.A. 103-1038 (SB 3716) (Sen. Johnson, Rep. du Buclet) – LAKE MICHIGAN MONITORING

Amends the Rivers, Lakes and Streams Act. Removes a provision requiring the Environmental Protection Agency to work with the City of Chicago and affected units of government for specified concerns. Removes a provision that require the Environmental Protection Agency to conduct water quality and lake bed surveys to evaluate the ecology and the quality of water in Lake Michigan. Removes a provision concerning reporting requirements. Provides that the Environmental Protection Agency shall regularly monitor water quality from nearshores, harbors and public water supply intakes in Lake Michigan and provide an executive summary biennially on conditions of the water quality in Lake Michigan to the Governor and members of the General Assembly. Effective January 1, 2025.

FIREFIGHTERS

P.A. 103-0672 (HB 4359) (Rep. Canty, Sen. Edly-Allen) – FIRE PROTECTION DISTRICT FUNDS

Provides that specified accumulation of funds by a board of trustees of a fire protection district may occur in the district's corporate fund or other district fund. In provisions authorizing taxes for emergency and rescue crews and equipment, provides that the board of trustees may accumulate funds in its emergency and rescue fund for the purposes of acquiring, building or maintaining real property for emergency and rescue purposes, procuring emergency rescue crews and equipment or training to provide essential rescue, specialized rescue and technical rescue services to the community. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0818 (HB 4460) (Rep. Gill, Sen. Cunningham) – POLICE & FIRE INSURANCE - MENTAL HEALTH

Amends the State Employees Group Insurance Act of 1971, the Counties Code and the Illinois Municipal Code. Provides that the State Employees Group Insurance Program (for Illinois State Police officers), a county (for members of the sheriff's office) and a municipality (for members of the police department or fire department) shall provide coverage for joint mental health therapy services for the officer or firefighter and a spouse or partner of the officer or firefighter who resides with officer or firefighter. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0693 (HB 5128) (Rep. Windhorst, Sen. Fowler) – EMERGENCY TELEPHONE SYSTEM BOARD MEMBERS

Provides that elected officials, including county sheriffs and members of a county board (rather than including members of a county board) are also eligible to serve on an Emergency Telephone System Board. Effective January 1, 2025.

P.A. 103-0895 (SB 1102) (Sen. McClure, Rep. McCombie) – SHELBY COUNTY RESCUE SQUAD

Provides that the Shelby County Board may form, manage, fund and operate a volunteer rescue squad to provide assistance within Shelby County to any public entity providing law enforcement, firefighting,

emergency disaster response or first responder services. Provides that the volunteer rescue squad may: (i) locate missing persons, including drowning victims; (ii) perform a supporting, and not direct, role in fighting fires; and, (iii) extricate persons from unsafe conditions. Provides that the Shelby County Board may provide benefits for rescue squad volunteers who suffer disease, injury or death in the line of duty. Effective January 1, 2025.

P.A. 103-0634 (SB 2879) (Sen. Halpin, Rep. Manley) – FIRE PROTECTION DISTRICT – COMPETITIVE BIDDING

Keeps the \$20,000 minimum threshold for competitive bidding for fire protection district contracts for supplies, materials or work, but adds that, if the board of trustees seeks to purchase equipment directly from a dealer or an original manufacturer in excess of \$50,000, then the contract for purchase shall be let to the lowest responsible bidder after advertising. Effective January 1, 2025.

GAMING/LIQUOR

P.A. 103-0904 (SB 2625) (Sen. Lightford, Rep. Tarver II) – DISPLAY OF ALCOHOL-INFUSED PRODUCTS

Amends the Liquor Control Act of 1934. Provides that "alcoholic liquor" includes alcohol-infused products. Defines "alcohol-infused products" and "co-branded alcoholic beverage." Provides that, except for persons issued a license under the Act, no person shall manufacture, distribute or sell alcohol-infused products. Provides that no retail establishment with a retail sales floor that exceeds 2,500 square feet shall display alcohol-infused products immediately adjacent to similar products that are not alcohol-infused products or immediately adjacent to soft drinks, fruit juices, bottled waters, candies or snack foods portraying cartoons or youth-oriented images. Effective January 1, 2025.

P.A. 103-0619 (SB 2745) (Sen. Lightford, Rep. Buckner) – LIQUOR - RETAIL SIGNAGE

In a provision requiring retail licensees to post a sign with a specified message concerning the risk of birth defects, removes a provision directing individuals who need assistance for substance abuse to call the Office of Alcoholism and Substance Abuse. Provides that the sign shall be no less than (instead of no larger than) 8 1/2 inches by 11 inches. Provides that the required sign shall provide the name and phone number of an authorized state alcoholism and substance abuse helpline. Effective January 1, 2025.

HEALTHCARE/INSURANCE

P.A. 103-0800 (HB 2385) (Rep. Nichols, Sen. Preston) – COLONOSCOPY COVERAGE

Provides that a group or individual policy of accident and health insurance or managed care plan amended, delivered, issued or renewed on or after January 1, 2026, shall provide coverage for a colonoscopy determined to be medically necessary. Effective January 1, 2025.

P.A. 103-0454 (HB 3639) (Rep. Mason, Sen. Halpin) – EPINEPHRINE COST LIMIT

Provides that an insurer that provides coverage for medically necessary epinephrine injectors shall limit the total amount that an insured is required to pay for a twin-pack of medically necessary epinephrine injectors at an amount not to exceed \$60, regardless of the type of epinephrine injector. Provides that nothing in the provisions prevents an insurer from reducing an insured's cost sharing by an amount greater than the specified amount. Provides that the Department of Insurance may adopt rules as necessary to implement and administer the provisions. Effective January 1, 2025.

P.A. 103-0808 (HB 4180) (Rep. Syed, Sen. Edly-Allen) – DIAGNOSTIC MAMMOGRAM SCREENINGS

Provides that an individual or group policy of accident and health insurance or a managed care plan that is amended, delivered, issued, or renewed on or after January 1, 2026, shall provide coverage for molecular breast imaging (MBI) of an entire breast or breasts if a mammogram demonstrates heterogeneous or dense breast tissue or when medically necessary as determined by a physician licensed to practice medicine in all of its branches. Subjects health maintenance organizations to provisions of the Illinois Insurance Code that require coverage for mammograms, mastectomies and certain other breast cancer screenings. Effective January 1, 2026.

P.A. 103-0700 (HB 5258) (Rep. Huynh, Sen. Villivalam) – DEPENDENT PARENT COVERAGE

Provides that a group or individual policy of accident and health insurance issued, amended, delivered or renewed after January 1, 2026 that provides dependent coverage shall make that dependent coverage available to the parent or stepparent of the insured if the parent or stepparent meets the definition of a qualifying relative under specified federal law and lives or resides within the accident and health insurance policy's service area. Effective January 1, 2025.

P.A. 103-0701 (HB 5282) (Rep. Stava-Murray, Sen. Holmes) – MISCARRIAGE/STILLBIRTH

Requires coverage of medically necessary treatment of a mental, emotional, nervous or substance use disorder or condition for all individuals who have experienced a miscarriage or stillbirth to the same extent and cost-sharing as for any other medical condition covered under the policy. Effective January 1, 2026.

P.A. 103-0703 (HB 5295) (Rep. Faver Dias, Sen. Holmes) – HORMONE THERAPY - MENOPAUSE

Provides that a group or individual policy of accident and health insurance or a managed care plan that is amended, delivered, issued or renewed in this state shall provide coverage for medically necessary hormone therapy treatment to treat menopause (instead of to treat menopause that has been induced by a hysterectomy). Effective January 1, 2026.

P.A. 103-0858 (HB 5357) (Rep. E. Hernandez, Sen. Harris III) – HOMEOWNER'S INSURANCE – SEWER

Provides that in response to all applications for homeowner's insurance received by an insurance company, the insurance company shall provide the applicant information regarding the availability of coverage for loss caused by a sewer backup or overflow from a sump pump, including the coverage limits and costs thereof. Provides that at least 30 days prior to each renewal of any policy of homeowner's insurance, the insurance company shall provide the insured with information regarding the insured's existing coverage and available coverage for loss caused by a sewer backup or overflow from a sump pump, including the coverage limits and costs thereof. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0650 (HB 5395) (Rep. Moeller, Sen. Peters) – NETWORK ADEQUACY STANDARDS

Amends the Network Adequacy and Transparency Act. Provides that the minimum ratio for each provider type shall be no less than any such ratio established for qualified health plans in Federally-Facilitated Exchanges by federal law or by the federal Centers for Medicare and Medicaid Services. Provides that the maximum travel time and distance standards and appointment wait time standards shall be no greater than any such standards established for qualified health plans in Federally-Facilitated Exchanges by federal law or by the federal Centers for Medicare and Medicaid Services. Makes changes to provisions concerning network adequacy, notice of nonrenewal or termination, transition of services, network transparency, administration and enforcement, provider requirements and provider directory information. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0870 (HB 5643) (Rep. Katz Muhl, Sen. Fine) – PREGNANCY TESTS

Provides that a group or individual policy of accident and health insurance or a managed care plan that is amended, delivered, issued or renewed on or after the effective date of the amendatory Act shall provide coverage for at-home, urine-based pregnancy tests that are prescribed to the covered person, regardless of whether the tests are otherwise available over-the-counter. Amends the Illinois Public Aid Code. Provides that the medical assistance program shall provide coverage for at-home, urine-based pregnancy tests that are ordered directly by a clinician or furnished through a standing order for patient use, regardless of whether the tests are otherwise available over the counter. Effective January 1, 2025.

P.A. 103-0512 (SB 2195) (Sen. Gillespie, Rep. Guzzardi)—PROSTHETIC DEVICE COVERAGE

Provides that with respect to an enrollee at any age, in addition to coverage of a prosthetic or custom orthotic device, benefits shall be provided for a prosthetic or custom orthotic device determined by the enrollee's provider to be the most appropriate model that is medically necessary for the enrollee to perform physical activities, as applicable, such as running, biking, swimming and lifting weights, and to maximize the enrollee's whole body health and strengthen the lower and upper limb function. Effective January 1, 2025.

P.A. 103-0758 (SB 2672) (Sen. Murphy, Rep. Costa-Howard) – GENERIC DRUG SHORTAGE

Provides that if a generic drug or a therapeutic equivalent is unavailable due to a supply issue and dosage cannot be adjusted, a group or individual policy of accident and health insurance or a managed care plan that is amended, delivered, issued or renewed after January 1, 2026, shall provide coverage for a brand name eligible prescription drug until supply of the generic drug or a therapeutic equivalent is available. Effective January 1, 2025.

P.A. 103-0914 (SB 2697) (Sen. Morrison, Rep. Lilly) – CANCER - GENETIC TESTING

Provides that a group policy of accident and health insurance or managed care plan that is amended, delivered, issued, or renewed after January 1, 2026, shall provide coverage for clinical genetic testing for an inherited gene mutation for individuals with a personal or family history of cancer as recommended by a health care professional in accordance with current evidence-based clinical practice guidelines. Effective January 1, 2025.

P.A. 103-0618 (SB 2735) (Sen. Fine, Rep. Morgan) – ELECTRONIC PAYMENT FEES

Provides that any group or individual policy of accident and health insurance or managed care plan amended, delivered, issued or renewed on or after January 1, 2026, shall offer all reasonably available methods of payment from the insurer or managed care plan, or its contracted vendor, to the contracted health care provider. Provides that an insurer or managed care plan shall not mandate payment by credit card. Provides that if one of the available payment methods has a fee associated with it, the insurer or managed care plan, or its contracted vendor, shall notify the health care provider of certain information and provide the health care provider with instructions on how to select each method. Effective January 1, 2025.

P.A. 103-0916 (SB 2740) (Sen. McConchie, Rep. Cassidy) – CONDOS - ACCESSIBLE PARKING

Provides that the board of managers of a condominium must adopt a policy to reasonably accommodate a unit owner who is a person with a disability. Provides that the board of managers must make reasonable efforts to facilitate a resolution between unit owners to provide for accessible parking if the association does not own or otherwise control parking that meets the accessible parking needs of a unit owner who is a person with a disability who requires accessible parking. Effective January 1, 2025.

P.A. 103-0972 (SB 3305) (Sen. Fine, Rep. Gong-Gershowitz) – DENTAL LOSS RATIO ACT

Provides that an individual or group policy of accident and health insurance amended, delivered, issued or renewed on or after January 1, 2026, shall provide coverage for medically necessary care and treatment to address a major injury to the jaw either through an accident or disease. Provides that the required coverage may impose the same deductible, coinsurance or other cost-sharing limitations that are imposed on other related benefits under the policy. Defines "medically necessary care and treatment to address a major injury to the jaw either through an accident or disease." Effective January 1, 2025

P.A. 103-1011 (SB 3538) (Sen. Hastings, Rep. Guerrero-Cuellar) – LOCAL FIRST RESPONDER INSURANCE

Provides that, if a municipality or county, including a home rule municipality or county, is a self-insurer for purposes of providing health insurance coverage for its employees, the insurance coverage shall include mental health counseling for any employee who is a first responder, including police and corrections officers, deputy sheriffs, firefighters or emergency medical services personnel, without imposing a deductible, coinsurance, copayment or any other cost-sharing requirement on the coverage provided. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-1024 (SB 3599) (Sen. Edly-Allen, Rep. Haas) – MOBILE INTEGRATED HEALTH

Provides that a group or individual policy of accident and health insurance or a managed care plan that is amended, delivered, issued or renewed on or after January 1, 2026, shall provide coverage to an eligible recipient for medically necessary mobile integrated health care services. Defines "eligible recipient" and "mobile integrated health care services." Effective January 1, 2025.

LABOR/WORKERS' COMPENSATION

P.A. 103-0797 (HB 2161) (Rep. Guzzardi, Sen. Toro) – UNLAWFUL DISCRIMINATION - FAMILY

Amends the Illinois Human Rights Act. Includes "family responsibilities" in the definition of harassment. Defines family responsibilities to mean an employee's actual or perceived provision of personal care to a family member. Defines "personal care" and "family member." Includes family responsibilities in the provisions creating a civil rights violation if violated by an employer, employment agency or labor organization. Provides that nothing contained in the Act may be construed to obligate an employer, employment agency or labor organization to make accommodations for an employee based on family responsibilities, including accommodations as related to leave, scheduling, absenteeism, timeliness, work performance, referrals from a labor union hiring hall and benefits. Provides that nothing contained in the Act may be construed to obligate an employer, employment agency or labor organization to make accommodations or modifications to reasonable workplace rules or policies for an employee based on family responsibilities, including accommodations or modifications related to leave, scheduling, productivity, attendance, absenteeism, timeliness, work performance, referrals from a labor union hiring hall and benefits, as long as its rules or policies are applied in accordance with this Act. Provides that nothing contained in the Act prevents an employer from taking adverse action or otherwise enforcing reasonable workplace rules or policies related to leave, scheduling, productivity, attendance, absenteeism, timeliness, work performance, referrals from a labor union hiring hall and benefits against an employee with family responsibilities as long as its policies are applied in accordance with the Act. Effective January 1, 2025.

P.A. 103-0539 (HB 3129) (Rep. Canty, Sen. Pacione-Zayas) – EQUAL PAY ACT - PAY SCALE

Provides that it is unlawful for an employer with 15 or more employees to fail to include the pay scale for a position in any job posting. Provides that if an employer engages a third party to announce, post, publish

or otherwise make known a job posting, the employer shall provide the pay scale and benefits, or a hyperlink to the pay scale and benefits, to the third party and the third party shall include the pay scale and benefits, or a hyperlink to the pay scale and benefits, in the job posting. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0727 (HB 3763) (Rep. Guzzardi, Sen. Villivalam) – PERSONNEL RECORD REVIEW

Provides for specific documents that every employee has a legal right to inspect and copy. Requires an employee to make a written request to the employer before having a legal right to inspect, copy and receive copies of specified documents, including any employment-related contracts or agreements that employer maintains are legally binding on the employee. Provides that a written request for records shall, if the records being requested include medical information and medical records, include a signed waiver to release medical information and medical records to that employee's specific representative. Provides that, if records are maintained in a manner and fashion that is already accessible by the employee, the employer may instead provide the employee with instructions on how to access that information. Deletes a provision that repeals the right of an employee to designate a representative of the employee's union or collective bargaining unit or other representative to inspect the employee's personnel record in specified circumstances. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0845 (HB 5028) (Rep. Yang Rohr, Sen. Fine) – OSHA-OPIOID GUIDANCE

Amends the Department of Labor Law of the Civil Administrative Code of Illinois. Provides that, not later than 270 days after the effective date of the amendatory Act, the Director of Labor shall direct the Division of Occupational Safety and Health to issue non-mandatory guidance to employers on: (1) acquiring and maintaining opioid overdose reversal medication; and, (2) training employees on an annual basis on the usage of such medication. Effective July 1, 2025.

P.A. 103-0856 (HB 5324) (Rep. Hoffman, Sen. Aquino) – LABOR RELATIONS BOARD - ANNUAL REPORTING

Specifies the annual reporting requirements of the Illinois Labor Relations Board and Illinois Educational and Labor Relations Board. Provides that the Board shall adopt timeliness goals for the processing of unfair labor practice charges (rather than maintain a certain schedule upon the filing of unfair labor practice charges), including: (i) to complete the investigation and issue a complaint, dismissal or deferral within 100 days (rather than 30 days) of the charges being filed, and, in the case of an appeal, to issue decisions within 90 days of the completion of the Board's process for filing appeals, and (ii) to schedule hearings, upon the issuance of complaints, to begin within 60 days of a complaint's issuance, to issue recommended decisions and orders within 120 days of the close of record, and, if exceptions to recommended decisions and orders are filed, issue Board decisions within 90 days of the completion of the Board's process for filing exceptions (rather than post hearing briefs to be issued within 30 days of the close of hearing and recommended decisions and orders to be issued within 45 days of the submission of post-hearing briefs, no longer than 150 days after the filing of charges, with certain permitted extensions). Effective January 1, 2025.

P.A. 103-0867 (HB 5561) (Rep. Evans Jr., Sen. Castro) – WHISTLEBLOWER ACT CHANGES

Amends the Whistleblower Act. Changes the definitions of "employer" and "employee." Defines "adverse employment action," "public body," "retaliatory action" and "supervisor." Provides that an employer may not take retaliatory action against an employee who discloses or threatens to disclose information about an activity, policy or practice of the employer that the employee has a good faith belief that such activity, policy or practice violates a state or federal law, rule or regulation or poses a substantial and specific danger to public health or safety. Effective January 1, 2025.

P.A. 103-0879 (SB 0508) (Sen. Cervantes, Rep. Delgado) – EMPLOYMENT ELIGIBILITY VERIFICATION

Provides that unless otherwise required by state or federal law, an employer shall not voluntarily enroll in the E-Verify program or a similar Electronic Employment Verification System. Provides that an employer shall not impose work authorization verification or re-verification requirements greater than those required by federal law. Provides that if an employer is required to participate in the E-Verify program or a similar Electronic Employment Verification System and receives notification from the Social Security Administration of a discrepancy between an employee's name or social security number and the Social Security Administration's records, the employer must provide the employee with specified documents. Provides for additional rights and protections granted to an employee following the notification from the Social Security Administration of a discrepancy. Provides that an employer shall provide notice to current employees, by posting in the language the employer normally uses to communicate employment-related information to the employee, of any inspections of I-9 Employment Eligibility Verification forms or other employment records conducted by the inspecting entity within 72 hours after receiving notice of the inspection. Provides for additional notice requirements concerning obligations of the employer and the employee. Provides that when providing specified notices to an employee, the original notice shall be redacted in compliance with state and federal privacy laws and shall relate only to the employee receiving the notification. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0953 (SB 3208) (Sen. Villa, Rep. Avelar) – WAGE PAYMENT - PAY STUBS

Provides that an employer shall provide an employee with a copy of the employee's pay stubs upon the employee's request. Provides that an employer is not required to grant a former employee's request for a copy of pay stubs more than twice in a 12-month period or more than one year after the date of separation. Provides that an employer who furnishes electronic pay stubs in a manner that a former employee cannot access for at least a full year after separation shall, upon an employee's separation from employment, offer to provide the outgoing employee with a record of all of the outgoing employee's pay stubs from the year preceding the date of separation. Provides that an employer shall furnish a copy of requested pay stubs to an employee or former employee within 21 calendar days of the request. Provides that a request made by an employee or former employee for a copy of a pay stub shall be made to a person responsible for maintaining the employer's payroll, including the employer's human resources department or payroll department, the employee's supervisor or department manager, or an individual designated in the employer's written policy. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0721 (SB 3646) (Sen. Peters, Rep. B. Hernandez) – CHILD LABOR LAW OF 2024

Creates the Child Labor Law of 2024. Reinserts provisions of the Child Labor Law. Sets forth additional provisions concerning definitions, exemptions, employer requirements, restrictions on employment of minors, employment certificates, civil penalties and criminal penalties. Provides for the amount of time a child performer who works in a television, motion picture or related entertainment production may be permitted to be at the place of employment within a 24-hour time period, based on the age of the performer. Sets forth time requirements for work, rest and recreation and education. Effective July 30, 2024; some provisions are effective January 1, 2025.

P.A. 103-0722 (SB 3649) (Sen. Peters, Rep. Evans Jr.) – WORKER FREEDOM OF SPEECH

Creates the Worker Freedom of Speech Act. Provides that an employer or the employer's agent, representative or designee may not discharge, discipline or otherwise penalize, threaten to discharge, discipline, or otherwise penalize, or take any adverse employment action against an employee: (1) because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative or designee of the employer if the meeting or communication is to communicate the opinion of the employer about religious

or political matters; (2) as a means of inducing an employee to attend or participate in meetings or receive or listen to communications; or (3) because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of the Act. Provides for a private right of action to enforce the provisions of the Act. Provides that nothing in the Act prohibits an employer or its agent, representative or designee from requiring its employees to attend any training intended to foster a civil and collaborative workplace or reduce or prevent workplace harassment or discrimination. Effective January 1, 2025.

MUNICIPAL GOVERNANCE

P.A. 103-0788 (HB 0255) (Rep. Mussman, Sen. Villa) – IL YOUTH & YOUNG ADULT CONSERVATION & EDUCATION

Establishes the Illinois Youth and Young Adult Conservation and Education Pilot Program. Provides that the Department of Natural Resources shall administer the program. Provides that grants under this Act are limited to units of local government and non-profit entities located in the State of Illinois that provide conservation education and employment opportunities for youth and young adults of this state. Provides that the program is subject to appropriation. Adds education and internships to purposes within the program. Changes references to enrollees to references to interns. Repeals this Act on June 30, 2029. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0796 (HB 2154) (Rep. Manley, Sen. Cunningham) – BATTERY-CHARGED FENCES

Provides that a county, township or municipality may not require a permit or other approval for the installation, maintenance, placement, replacement or servicing of a battery-charged fence if: (i) the battery-charged fence is located on nonresidential property and surrounded by a nonelectric-perimeter fence or wall; and, (ii) any electrical charge produced on contact does not exceed energizer characteristics set for electric fences by the International Electrotechnical Commission. Provides that any battery-charged fence installed under the provisions must have a conspicuous warning sign located on the fence at not more than 50-foot intervals. Limits the concurrent exercise of home rule powers. Provides that a county may not require a permit or other approval for the installation, maintenance, placement, replacement or servicing of a battery-charged fence if the battery-charged fence is located on nonresidential property completely surrounded by a nonelectric perimeter fence or wall that is not less than five feet in height and does not exceed 10 feet in height or two feet higher than the nonelectric perimeter fence or wall, whichever is higher. Provides that the signs on the fence shall be located not less than 30 feet apart. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0899 (SB 1960) (Sen. Koehler, Rep. Evans Jr.) – ELECTRIC SCOOTERS

Provides that a municipality or park district may authorize and regulate the operation of low-speed electric scooters within the unit of local government on any or all highways, sidewalks, trails or other public right-of-way where the operation of bicycles are permitted. Provides that the use of low-speed electric scooters within any municipality or park district is allowed only if authorized by the municipality or park district. Provides that an authorization or regulation by a county or park district shall apply only in the unincorporated area of that county or on park district property. Removes language providing that unless specifically stated otherwise in an ordinance or resolution by a municipality, county or park district authorizing the use of low-speed electric scooters within its jurisdiction, the use of low-speed electric scooter is not an intended use of a public right-of-way under the Local Governmental Employees Tort Immunity Act. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0976 (SB 3342) (Sen. McClure, Rep. Faver Dias) – PESTICIDES - APPLICATION NOTICE

Provides that at least 24 hours before the state or a unit of local government, including a mosquito abatement district or a commercial entity hired by the state or a unit of local government applies a pesticide, including a pesticide intended to control mosquitoes, to a public right-of-way that is located within the corporate boundaries of a municipality, the state, mosquito abatement district or other unit of local government in which the application is to be made shall provide written notice to the public of the application of the pesticide, with certain notice information requirements, with notice sufficient if posted in newsletters, calendars or other correspondence currently published by the state or the unit of local government in which the application is to be made. Provides that the state or a unit of local government, including a mosquito abatement district, need not comply with certain notice requirements if the application of pesticide is in response to: (i) disease causing agents in vector mosquitoes; (ii) the occurrence of mosquito-borne disease in animal or human populations; or, (iii) a natural disaster recovery effort. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0804 (HB 3773) (Rep. Andrade Jr., Sen. Cervantes) – LIMIT PREDICTIVE ANALYTICS USE

Provides that an employer that uses predictive data analytics in its employment decisions may not consider the applicant's race or zip code when used as a proxy for race to reject an applicant in the context of recruiting, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure or terms, privileges or conditions of employment. Provides that nothing in the Act shall be construed to prevent the use of predictive data analytics to support the inclusion of diverse candidates in making employment decisions. Provides that it is a civil rights violation: (1) with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges or conditions of employment, for an employer to use artificial intelligence that has the effect of subjecting employees to discrimination on the basis of protected classes identified under the Article or to use zip codes as a proxy for protected classes identified under the Article; and, (2) for an employer to fail to provide notice to an employee that the employer is using artificial intelligence. Effective January 1, 2026.

P.A. 103-0678 (HB 4590) (Rep. Benton, Sen. Loughran Cappel) – ANIMAL ADOPTION FEE WAIVER

Provides that an animal shelter or animal control facility may (rather than shall) waive the adoption fee for a dog or cat if the person adopting the dog or cat is a veteran and meets specified criteria. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0824 (HB 4592) (Rep. Buckner, Sen. Hastings) – MOBILE IDENTIFICATION CARDS

Allows the Secretary of State to issue a mobile Illinois Identification Card or mobile driver's license to an individual who is otherwise eligible to hold a physical credential, in addition to an identification card or driver's license, if the Secretary of State has issued an identification card or driver's license to the person. Provides that no person, public entity, private entity or agency shall establish a policy that requires an electronic credential instead of a physical credential. Provides that any law enforcement officer, court or officer of the court presented with a mobile device for the purposes of display of a mobile driver's license shall be immune from any liability resulting from damage to the mobile device except for willful and wanton misconduct. Effective January 1, 2025.

P.A. 103-0833 (HB 4804) (Rep. Syed, Sen. Villivalam) – UNPLANNED WATER SUPPLY DISRUPTION

Allows a public water distribution entity to use contact information in its possession obtained before or after (rather than only before) a planned or unplanned disruption event (rather than only an unplanned disruption event) in a public water supply in order to inform its customers of the disruption event. Requires a public water distribution entity to also notify all affected fire departments and all affected

dispatch centers on the public water supply's disruption notification list not less than 14 days before any known, planned or anticipated disruption event. Requires a public water distribution entity to notify all affected fire departments and dispatch centers on the disruption notification list that are affected by any unplanned disruption event within two hours. Requires a fire department and a dispatch center to designate an email address to receive electronic notifications from the public water distribution entity concerning planned or unplanned disruption events. Effective January 1, 2025.

P.A. 103-0841 (HB 4934) (Rep. Kifowit, Sen. Porfirio) – HUMAN REMAINS - VETERANS

Provides that if remains that are over 100 years old are identified as remains of a veteran, the Department of Natural Resources shall permit a veterans' organization to place a marker to designate that grave, if not already designated, as the grave of a veteran. Provides that if the grave is damaged or destroyed, the veterans' organization may fix, add, install or refurbish the grave or replace a broken or damaged headstone. Effective January 1, 2025.

P.A. 103-0689 (HB 5085) (Rep. Davis, Sen. Villivalam) – EMS ACT CHANGES - TRAINING & CURRICULUM

Amends the Emergency Medical Services (EMS) Systems Act. Provides that "clinical observation" means the ongoing observation of a patient's medical or mental health condition by a licensed health care professional utilizing a medical skill set while continuing assessment and care. Provides that an education plan within a resource hospital may include classes performed outside of the region in which the resource hospital is located. Provides that "paramedic" means a person who has successfully completed a course in advanced life support care as approved by the Department of Public Health or accredited by the Committee on Accreditation for the EMS Professions (CoAEMSP), is licensed by the Department, and practices with an Advanced Life Support EMS System. Effective January 1, 2025.

P.A. 103-0861 (HB 5408) (Rep. Stephens, Sen. Harmon) – O'HARE DRIVER SAFETY ACT

Creates the O'Hare Driver Safety Act. Provides that a person operating a motor vehicle shall not stop or stand the person's vehicle on a shoulder of a highway including the highway entrance and exit ramps or on the side of a roadway within a two-mile radius surrounding O'Hare International Airport. Establishes that a person who violates the provisions shall be subject to a \$100 fine. Limits the liability of a vehicle lessor if specified conditions are met. Requires the Illinois Toll Highway Authority to install and maintain automated traffic safety systems along traffic routes within a two-mile radius of O'Hare International Airport. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0621 (SB 2751) (Sen. McConchie, Rep. Kifowit) – DISABLED VETERANS - PERMIT FEES

Amends the Counties Code, Township Code, and Illinois Municipal Code. Provides that a veteran with a disability or the veteran's caregiver shall not be charged any building permit fee for improvements to the residence of the veteran with a disability if the improvements are required to accommodate a disability of the veteran. Provides that the applications, forms and other paperwork required to obtain a building permit must still be submitted. Limits the concurrent exercise of home rule powers. Requires a veteran or caregiver to provide proof of veteran status and attest to the fact that the improvements to the residence are required to accommodate the veteran's disability. Provides that proof of veteran status is to be construed liberally, and veteran status shall include service in the Armed Forces of the United States, National Guard or the reserves of the Armed Forces of the United States. Provides that what constitutes proof of veteran status shall be determined by the county, township or municipality. Prohibits the Illinois Department of Veterans' Affairs from adjudicating any dispute arising under the provisions. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0932 (SB 2938) (Sen. Fine, Rep. Gong-Gershowitz) – MOSQUITO ABATEMENT DISTRICT POWERS

In provisions about the powers of the board of trustees of a mosquito abatement district, provides that the board has powers relating to the surveillance and monitoring of ticks and the surveillance, monitoring and extermination of mosquitoes and rats (rather than the surveillance, monitoring and extermination of mosquitoes, flies, ticks and vectors). Requires the district to report to the Department of Public Health, in addition to the local certified public health department, the results of any positive mosquito, tick or vector (rather than mosquito) samples infected with arboviral or bacterial infections (rather than arboviral infections). Requires the report to include the number of vectors (rather than mosquitoes) collected in the trapping device. Expands an illustrative list of arboviral or bacterial infections. Modifies the new definition of "vector" in the introduced bill and moves the definition into the provisions concerning surveillance of vectors. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0950 (SB 3202) (Sen. Toro, Rep. LaPointe) – BIKEWAY ACT - TRANSPORTION PLAN

Amends the Bikeway Act. Provides that a municipality or county may prepare a bicycle transportation plan. Specifies the information that must be included in the plan. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0988 (SB 3405) (Sen. Rose, Rep. Miller) – COUNTIES - PROBLEM-SOLVING COURTS

Provides that, notwithstanding any other provisions of law, a county may use funds designated by law or ordinance for transportation purposes to fund rides for persons to attend problem-solving courts. Allows a county to enter into an intergovernmental agreement with another unit of local government for the purposes of the provisions. Defines "problem-solving court" as a court program regulated under the Drug Court Treatment Act, the Juvenile Drug Court Treatment Act, the Mental Health Court Treatment Act or the Veterans and Servicemembers Court Treatment Act. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-1009 (SB 3513) (Sen. Rose, Rep. Friess) – NOTARY PUBLIC TRAINING EXEMPTIONS

Amends the Illinois Notary Public Act. Provides that an applicant to renew an appointment as a notary public or electronic notary public is not required to complete the course of study required under the Act or pass the examination required under the Act if the applicant submits, in the form and manner prescribed by the Secretary of State, a signed statement that the applicant: (i) is a licensed attorney or judge or is employed by a licensed attorney or the court; and, (ii) has read and understood the version of the Act that is in effect at the time of application. In the introduced bill, the applicant must establish that he or she is a licensed attorney or a judge or is employed by a licensed attorney or the court. Effective January 1, 2025.

P.A. 103-1017 (SB 3566) (Sen. Harriss, Sen. Elik) – LANDFILLS - VEHICLE WASHING

Provides that, beginning on January 1, 2025, landfills in counties with a population over 250,000 (rather than landfills in counties with a population over 275,000) shall provide and operate facilities to clean the wheels and undercarriages of vehicles departing the landfill. IML was neutral on the legislation. Effective January 1, 2025.

PENSION BENEFITS

P.A. 103-0929 (SB 2918) (Sen. Martwick, Rep. Smith) – POLICE DISABILITY – DOWNSTATE POLICE

Provides that a physical or mental disability that constitutes, in whole or in part, the basis of an application for benefits under the Downstate Police Article of the Illinois Pension Code may not be used, in whole or in part, as a cause for a municipality to discharge a police officer. Provides that, upon a chief

of the police department's receipt of a certification from the board of trustees under the Downstate Police Article of the Illinois Pension Code that a police officer is no longer disabled and is able to resume the duties of his or her position, the police officer shall report to the chief of the police department. Provides that the chief of the police department shall thereupon order immediate reinstatement into active service, and the municipality shall immediately return the police officer to its payroll, in the same rank or grade held at the date he or she was placed on a disability pension under the Downstate Police Article of the Illinois Pension Code. IML opposed the legislation. Effective January 1, 2025.

POLICE OFFICERS

P.A. 103-0792 (HB 1168) (Rep. Syed, Sen. Villanueva) – SEXUAL ASSAULT EVIDENCE

Provides that except in certain medical examiner or coroner investigations, whenever a person's DNA profile is collected due to the person being a victim of a crime, as identified by law enforcement, that specific profile collected in conjunction with that criminal investigation shall not be entered into any DNA database. Provides that nothing in this provision shall be interpreted to contradict rules and regulations developed by the Federal Bureau of Investigation relating to National DNA Index System or Combined DNA Index System. Effective January 1, 2025.

P.A. 103-0939 (SB 3116) (Sen. Morrison, Rep. Lilly) – EMS/OFFICERS - CELL MEDICAL INFORMATION TRAINING

Provides that the Department of Public Health shall require and conduct a program to train EMS personnel to access a cell phone's medical identification or medical information application. Requires the Department to adopt rules to implement the provisions. Provides that EMS personnel may not be charged any fee for training required under the provisions and may not be required to complete the training until at least six months after adoption of rules under the provisions. Amends the Illinois State Police Law of the Civil Administrative Code of Illinois and the Illinois Police Training Act requiring similar training of Illinois State Police officers and law enforcement officers, but allows the Illinois State Police and the Illinois Law Enforcement Training Standards Board to develop a training program based upon the Department of Public Health's training program. Effective January 1, 2025.

P.A. 103-1037 (SB 3713) (Sen. Peters, Rep. West II) – CRIME VICTIMS COMPENSATION ACT

Amends the Juvenile Court Act of 1987 to provide that law enforcement agencies may disclose law enforcement reports and records to the Attorney General to comply with the Crime Victims Compensation Act. Defines "applicant," "crime of violence," "victim," "pecuniary loss," "dating relationship" and other terms. Provides that no compensation may be granted to an applicant under the Act while the applicant is held in a correctional institution. IML was neutral on the legislation. Effective August 9, 2024; some Sections take effect January 1, 2025.

P.A. 103-1047 (SB 3775) (Sen. Villivalam, Rep. Moylan) – VEHICLE CODE – CRASH REPORTING

Amends the Illinois Vehicle Code. Provides that the driver of a vehicle that is in any manner involved in any of the following types of crashes within the state shall, if no police officer is present, give notice of the crash by the fastest available means of communication to the specified law enforcement agency: (1) a crash that results in injury to or death of any person; (2) a crash that results in damage to the property of any person in excess of a specified amount; (3) a crash involving a school bus if the crash is caused by a collision, a sudden stop or otherwise, and the crash results in any property damage, personal injury or death; or (4) a crash that occurs within 50 feet of a school bus and results in personal injury to or death of any person who is awaiting or preparing to board the school bus or immediately after the person exits the school bus. Provides that every law enforcement agency shall, by February 1 (rather than March 1) with

regard to data collected during July through December of the previous calendar year, compile the data on the standardized law enforcement data compilation form provided by the Department of Transportation and transmit the data to the Department. Effective January 1, 2025.

P.A. 103-0852 (HB 5189) (Rep. Davidsmeyer, Sen. Villivalam) – REPORTS - RAILROAD FATALITIES

Provides that all reports involving railroad fatalities and all communications between police officers and train crew members involved in those occurrences shall not be public reports and shall be maintained by the police departments in a manner that ensures their confidentiality. Provides that these reports shall be accessible at all reasonable times upon written request to the host railroad, to the employing railroad, by court order and to others specifically authorized by court order to obtain the information if the access is necessary in the performance of their duties. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0706 (HB 5325) (Rep. Guerrero-Cuellar, Sen. Villivalam) – VEHICLE CODE CHANGES – VARIOUS

Requires registration stickers issued as evidence of renewed registration issued by the Secretary of State to be displayed on the upper right corner of the rear registration plate or in a manner otherwise provided by the Secretary. Provides that registration stickers issued to truck-tractors shall be displayed on the upper right corner of the front registration plate or in a manner otherwise provided by the Secretary. Makes changes to other provisions concerning the definitions of "low-speed gas bicycle" and "pedestrian," the removal or towing of motor vehicles, antique vehicles and expanded-use antique vehicles, spot lamps and auxiliary driving lamps, stop and yield signs, crash notifications, police reporting of motor vehicle crash investigations, signal lamps and signal devices, use of head lamps and auxiliary driving lamps, when lighted lamps or required, street racing, duty to give information and render aid, operation of motorcycle and similar vehicles, fees for furnishing copies, overtaking on the right and police escort fees. Effective January 1, 2025.

P.A. 103-0949 (SB 3201) (Sen. Toro, Rep. Kelly) – AUTISM TRAINING

Provides that the Illinois Law Enforcement Training Standards Board shall develop or approve a course to assist law enforcement officers in identifying and appropriately responding to individuals with autism spectrum disorders. Modifies what may be included in the instruction in autism-informed responses, procedures and techniques. Provides that the Board may consult with the Department of Public Health or Department of Human Services to develop and update the curriculum. Encourages the Board to adopt model policies to assist law enforcement agencies in appropriately responding to individuals with autism spectrum disorders. Further amends the Illinois Police Training Act. Provides that the minimum in-service training requirements that a law enforcement officer must satisfactorily complete every three years includes training relating to autism-informed law enforcement responses, techniques and procedures. IML was neutral on the legislation. Effective January 1, 2025.

PROPERTY TAXES

P.A. 103-0840 (HB 4926) (Rep. Moeller, Sen. Feigenholtz) – LANDLORD - TENANT CREDIT REPORT

Prohibits a landlord from charging a prospective tenant an application screening fee if the prospective tenant provides a reusable tenant screening report that meets the following criteria: (i) the report was prepared within the previous 30 days by a consumer credit reporting agency at the request and expense of a prospective tenant; (ii) the report is made directly available to a landlord for use in the rental application process or is provided through a third-party website that regularly engages in the business of providing a reusable tenant screening report and complies with all state and federal laws pertaining to use and

disclosure of information contained in a consumer report by a consumer credit reporting agency; and, (iii) the report is available to the landlord at no cost to access or use. In the definition of "reusable tenant screening report," adds that it is a written report prepared by a consumer credit reporting agency. Provides that the report shall include a verification of the source of income of the prospective tenant. Provides that the report shall include all of the criteria consistently being used by the landlord in the screening of prospective tenants. Provides that nothing in the new provisions prohibits a landlord from collecting and processing an application in addition to the report provided, as long as the prospective tenant is not charged an application screening fee for this additional report. Effective January 1, 2025.

P.A. 103-1002 (SB 3455) (Sen. Martwick, Rep. Canty) – PROPERTY TAX STUDY

Provides that the Department of Revenue, in consultation with the Department of Commerce and Economic Opportunity, shall conduct a study to evaluate the property tax system in the State. Provides that the Department may also determine whether the existing property tax levy, assessment, appeal and collection process is reasonable and fair and may issue recommendations to improve that process. Provides that the Department of Revenue may also consult with units of local government. Effective January 1, 2025.

PUBLIC HEALTH AND SAFETY

P.A. 103-0614 (HB 5546) (Rep. Walsh Jr., Sen. Hastings) – JULIE - POSITIVE RESPONSE SYSTEM

Amends the Illinois Underground Utility Facilities Damage Prevention Act. Removes references to the State-Wide One-Call Notice System and replaces it with JULIE, Inc. Provides that owners or operators of underground utility facilities are required to be members of JULIE. Creates the positive response system to be implemented by January 1, 2026. Provides that excavators and facility owners or operators shall use the positive response system to send and respond to required notices. Provides that, beginning July 1, 2025, the Illinois Commerce Commission shall provide for public review a monthly report listing all of the submitted alleged violations reports it received in the prior month. Effective January 1, 2025.

P.A. 103-0910 (SB 2662) (Sen. Morrison, Rep. Lilly) – YOUTH VAPING - ADVERTISING

Amends the Preventing Youth Vaping Act. Provides that a manufacturer, distributor or retailer may not advertise, market or promote an electronic cigarette in a manner that is likely to cause a person (rather than adult and aside from a parent, legal guardian or teacher) to mistake the electronic cigarette for a product that is not a tobacco product. Effective January 1, 2025.

PUBLIC WORKS/TRANSPORTATION

P.A. 103-0667 (HB 4255) (Rep. Elik, Sen. Harriss) – TOW TRUCK LIGHTS

Provides that the use of green oscillating, flashing or rotating lights, whether lighted or unlighted, is prohibited except on specified vehicles. Provides the conditions that must be satisfied for the lights on certain specified vehicles with green oscillating, flashing or rotating lights to be lighted. Provides that fire department vehicles of local fire departments and state or federal firefighting vehicles, police vehicles of state, federal or local authorities, and vehicles designated by local or State authority, while parked at an emergency scene, may use a steady-on illumination or steady-burn, or flashing green beacon or beacons if such steady-on, steady-burn or flashing beacon is used to indicate an emergency operations command post or incident command location. Effective January 1, 2025.

P.A. 103-0677 (HB 4589) (Rep. Hoffman, Sen. Hastings) – CATALYTIC CONVERTERS

Requires transactions involving a catalytic converter to include the identification number of the vehicle from which the catalytic converter was removed and the part number or other identifying number of the catalytic converter that was removed. Provides that, in a transaction involving a catalytic converter, the recyclable metal dealer must also require a copy of the certificate of title or uniform invoice showing the seller's ownership in the vehicle. Makes it unlawful for any person to purchase or otherwise acquire a used, detached catalytic converter or any nonferrous part thereof unless specified conditions are met. Effective January 1, 2025.

P.A. 103-0730 (HB 4848) (Rep. Keicher, Sen. Harriss) – VEHICLE LOAD COVERS

Provides that no person shall operate or cause to be operated, on a highway, a commercial motor vehicle, with the exception of a highway maintenance vehicle, transporting garbage or refuse unless the tailgate on the vehicle is in good working repair, good operating condition and closes securely, with a cover or tarpaulin of sufficient size attached so as to prevent any load, residue or other material from escaping. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-0843 (HB 4966) (Rep. Sanalitra, Sen. Lewis) – SPECIALTY PLATES FOR MOTORCYCLES

Allows the Secretary of State to issue specialty plates to motorcycles and autocycles. Effective January 1, 2025.

P.A. 103-0694 (HB 5138) (Rep. Meier, Sen. Plummer) – IDOT STUDIES - LOCAL GOVERNMENTS

Amends the Department of Transportation Law of the Civil Administrative Code of Illinois. Provides that upon request by a unit of local government, the Department shall make available any study or survey completed by the Department that concerns traffic or the environmental impact on road construction projects. Allows a study or survey conducted by the Department to be substituted for a study or survey required by a unit of local government for construction projects affecting a portion of a state right-of-way. In provisions requiring that, upon request by a unit of local government, the Department of Transportation shall make available any study or survey completed by the Department that concerns traffic or the environmental impact on road construction projects, provides that studies or surveys prohibited from disclosure by state or federal statutory confidentiality restrictions are not required to be made available. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0855 (HB 5288) (Rep. Kelly, Sen. Villivalam) – 100 CLUB SPECIAL PLATES

Provides for the issuance of 100 Club of Illinois decals. Provides that the fee for original issuance of the 100 Club of Illinois decals shall be \$45 with \$30 to the 100 Club of Illinois Fund, a special fund created in the state treasury and \$15 to the Secretary of State Special License Plate Fund. Provides that the fee for renewal of the 100 Club of Illinois decals shall be \$27 with \$25 to the 100 Club of Illinois Fund and \$2 to the Secretary of State Special License Plate Fund. Provides that all money in the 100 Club of Illinois Fund shall be paid as grants to the 100 Club of Illinois for the purpose of giving financial support to children and spouses of first responders killed in the line of duty and mental health resources for active duty first responders. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0711 (HB 5370) (Rep. Hoffman, Sen. Villanueva) – EMERGENCY/CONSTRUCTION PROCEDURES

Requires that upon approaching an emergency scene, a stationary authorized emergency vehicle, or a construction or maintenance area or zone, a person who drives a vehicle shall, proceeding with due caution, yield the right-of-way by making a lane change, if possible with due regard to safety and traffic conditions. Provides that if changing lanes would be impossible or unsafe, proceeding with due caution, reduce the speed of the vehicle to a speed that is reasonable and proper with regard to traffic conditions

and the use of the highway to avoid a collision or until safely past the construction or maintenance area or zone. IML supported the legislation. Effective January 1, 2025.

REVENUE & TAXATION

P.A. 103-0880 (SB 0536) (Sen. Ellman, Rep. Costa-Howard) – PUBLIC FUND INVESTMENTS

Amends both the State Revenue Sharing Act and the Public Funds Investment Act. Provides that a public agency may adopt an ordinance or resolution to allow for investment of public funds in instruments that are not specifically listed as authorized investments if those investments comply with: (i) any other law that authorizes public agencies to invest funds; and, (ii) the investment policy adopted by the public agency. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0983 (SB 3362) (Sen. Castro, Rep. Burke) – RETAILERS' OCCUPATION TAX ACT - RETAILERS OUTSIDE IL

Provides that a retailer that makes retail sales of tangible personal property to Illinois customers from a location or locations outside of Illinois is engaged in the occupation of selling at retail in Illinois for the purposes of the Retailers' Occupation Tax Act under specified conditions. Provides that a retailer maintaining a place of business in this state that makes retail sales of tangible personal property to Illinois customers from a location or locations outside of Illinois is engaged in the business of selling at the Illinois location to which the tangible personal property is shipped or delivered or at which possession is taken by the purchaser. IML supported the legislation. Effective January 1, 2025.

STATE GOVERNANCE

P.A. 103-0813 (HB 4350) (Rep. Davis, Sen. Rezin) – CHILD ABUSE NOTICE ACT

Creates the Child Abuse Notice Act. Requires certain businesses and establishments, including, but not limited to, day care centers, elementary and secondary schools, bus stations and general acute care hospital emergency rooms, to post in a conspicuous place a notice developed by the Department of Children and Family Services that is aimed toward children under 18 and provides information on what constitutes physical and sexual abuse and how to report such abuse. Requires the notice to be at least 8 1/2 inches by 11 inches in size, written in a 16-point font, unless the notice is provided by electronic means. Effective January 1, 2025.

P.A. 103-0728 (HB 4409) (Rep. Cassidy, Sen. Peters) – CRIME REDUCTION - ADULT REDEPLOY ILLINOIS PROGRAM

Amends the Illinois Crime Reduction Act of 2009. Changes references from "offenders" to "justice-impacted individuals." Provides that funds shall be distributed via a grant program (rather than allotment of funds shall be based on a formula). Provides that the Adult Redeploy Illinois Oversight Board is created to oversee, provide guidance and develop an administrative structure for the Adult Redeploy Illinois Program. Provides that once all members have been appointed, the Board may exercise any power, perform any function, take any action or do anything in furtherance of its purposes and goals upon the appointment of a quorum of its members. Effective January 1, 2025.

P.A. 103-0819 (HB 4467) (Rep. Moeller, Sen. Castro) – MOBILE HOME PARK LICENSING

Amends the Mobile Home Park Act. Provides that operating a mobile home park without a current license shall result in a fine of \$10 per day per site. Provides that licenses issued under the Act are nontransferable. Provides that if a mobile home park is sold, the application for a new license shall be mailed to the Department of Public Health and postmarked no later than 10 days after the date of sale.

Summaries of each bill provided herein are pulled from the Illinois General Assembly's website (ilga.gov) as a resource for municipalities. Any grammatical or syntax errors have not been corrected; the text is shown as obtained from ilga.gov.

Provides that delinquent licensing fees and reinspection fees of the prior owner or owners are to be paid by the new owner before a license is issued. Effective January 1, 2025.

P.A. 103-0602 (HB 4621) (Rep. Slaughter, Sen. Sims Jr.) – PRETRIAL SERVICES

Establishes in the judicial branch of state government an office to be known as the Office of Statewide Pretrial Services. Provides that the office shall be under the supervision and direction of a Director who shall be appointed by a vote of a majority of the Illinois Supreme Court Justices for a four-year term and until a successor is appointed and qualified. Provides that the Director shall adopt rules, instructions and orders, consistent with the Act, further defining the organization of this office and the duties of its employees. Effective July 1, 2024, except that Sections 10 and 15 take effect on July 1, 2025.

P.A. 103-0831 (HB 4768) (Rep. Guzzardi, Sen. Villa) – LANDLORD RETALIATION ACT

Creates the Landlord Retaliation Act. Declares that it is against the public policy of the state for a landlord to take retaliatory action against a tenant. Prohibits a landlord from knowingly terminating a tenancy, increasing rent, decreasing services, bringing or threatening to bring a lawsuit against a tenant for possessing or refusing to renew a lease or tenancy because the tenant has in good faith has taken certain actions. Provides that an action is not retaliatory if the landlord can prove: (i) a legitimate, non-retaliatory basis for the action; or, (ii) the landlord began the action before the tenant engaged in the protected activity. Provides that the rebuttable presumption does not arise if the protected tenant activity was initiated after the alleged act of retaliation. Effective January 1, 2025.

P.A. 103-0863 (HB 5488) (Rep. Hirschauer, Sen. Villa) – LEGACY TREES TASK FORCE ACT

Creates the Legacy Tree Program Task Force Act. Provides that the Legacy Tree Program Task Force shall establish recommendations to promote the identification, awareness, commemoration and preservation of significant trees within the state. Sets forth provisions concerning the membership of the Task Force, compensation of members, support to the Task Force and responsibilities of the Task Force. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0865 (HB 5511) (Rep. Hoffman, Sen. Castro) – PROCUREMENT – OMNIBUS

Provides that the chief procurement officer shall require at the time of submission of a bid, and may require at the chief procurement officer's option at any time during the term of the contract, that the bidder or contractor submit an affidavit and other supporting documents demonstrating that the bidder or contractor is an Illinois business and, if applicable, submit an affidavit and other supporting documents demonstrating that the bidder or contractor is eligible for a 4% bid preference under. Amends the Governmental Joint Purchasing Act. Provides that each chief procurement officer may authorize any governmental unit of this state to purchase or lease supplies under a contract which has been procured under the jurisdiction of the Illinois Procurement Code by a governmental unit subject to the jurisdiction of the chief procurement officer. Provides that the Capital Development Board may elect to use the progressive design-build delivery method. Sets forth other provisions concerning procedures for selection and submission of qualifications, the award of contracts, pricing and federal requirements. Effective January 1, 2025.

P.A. 103-0872 (SB 0275) (Rep. Spain, Sen. McConchie) – DRIVER'S LICENSE TERM EXTENSION

Provides that beginning no later than July 1, 2027, the Secretary of State shall offer to qualified applicants the option to be issued an eight-year driver's license. Provides that the Secretary shall submit proposed rules to implement this provision to the Joint Committee on Administrative Rules no later than January 1, 2027. Effective January 1, 2025.

P.A. 103-0510 (SB 2368) (Sen. Koehler, Rep. Johnson)—STATEWIDE BUILDING AND RESIDENTIAL CODES ACT

Creates the State Building and Residential Codes Act. Provides that the Capital Development Board, in consultation with the Department of Natural Resources, shall adopt a Building Code that establishes minimum requirements for the construction of commercial buildings, that shall apply to the construction of, renovations to, and additions to all commercial buildings in the state. Provides that the Board, in consultation with the Environmental Protection Agency, shall also adopt a Residential Code as the minimum and maximum requirements for the construction of residential buildings, that shall apply to the construction of, renovations to, and additions to all residential buildings in the state. Contains provisions concerning applicability; technical assistance; enforcement; rules; input from interested parties; and a prohibition on grants. IML opposed the legislation. Effective January 1, 2025.

P.A. 103-0916 (SB 2740) (Sen. McConchie, Rep. Cassidy) – CONDOS - ACCESSIBLE PARKING

Provides that the board of managers of a condominium must adopt a policy to reasonably accommodate a unit owner who is a person with a disability. Provides that the board of managers must make reasonable efforts to facilitate a resolution between unit owners to provide for accessible parking if the association does not own or otherwise control parking that meets the accessible parking needs of a unit owner who is a person with a disability who requires accessible parking. Effective January 1, 2025.

P.A. 103-0635 (SB 2930) (Sen. Johnson, Rep. Gonzalez) – NOT FOR PROFIT - DEMOGRAPHICS

Amends the General Not For Profit Corporation Act of 1986. Provides that, within 30 days after filing its annual AG990-IL Charitable Organization Annual Report, a corporation that reports grants of \$1,000,000 or more to other charitable organizations shall post on its publicly available website, if one exists, the aggregated demographic information of the corporation's directors and officers, including race, ethnicity, gender, disability status, veteran status, sexual orientation and gender identity. Provides that the aggregated demographic information of the corporation's directors and officers shall be accessible on the corporation's publicly available website for at least three years after it is posted. Effective January 1, 2025.

P.A. 103-0934 (SB 2960) (Sen. Fine, Rep. Buckner) – SMALL SINGLE-USE PLASTIC BOTTLE ACT

Creates the Small Single-Use Plastic Bottle Act. Provides that, beginning July 1, 2025, hotels with 50 rooms or more and, beginning January 1, 2026, hotels with less than 50 rooms may not provide small single-use plastic bottles containing personal care products to either: (i) a customer of the establishment who is staying in a sleeping room accommodation or any space within the sleeping room accommodation or (ii) a customer of the establishment who is using a bathroom shared by the public or guests. Establishes civil penalties. Effective January 1, 2025.

P.A. 103-0965 (SB 3279) (Sen. Villa, Rep. Hirschauer) – IEMA - LOCAL GROUNDWATER

Amends the Uranium and Thorium Mill Tailings Control Act. Provides that the Illinois Emergency Management Agency and Office of Homeland Security may approve a request for license termination following adoption and implantation by the municipality or county in which the material milling facility is located of one or more ordinances restricting the use of groundwater on the property that has been licensed for the milling of source material and any property downgradient from that property if the ordinance ensures public health and safety and is in effect at the time of license termination. Requires the ordinances adopted for the purpose of terminating a license to remain in effect until the Agency approves in writing that the ordinances are no longer needed. Effective January 1, 2025.

P.A. 103-0973 (SB 3310) (Sen. Simmons, Rep. Tarver II) – HUMAN RIGHTS - REMEDIES

Amends the Illinois Human Rights Act. Extends the date to file a charge from 300 calendar days to three years for an alleged violation under the Act except for the Real Estate Transactions Article. Changes the statute of limitations from three years to two years. Effective January 1, 2025.

P.A. 103-0980 (SB 3350) (Sen. Ellman, Rep. McCombie) – FENTANYL TEST STRIPS

Provides that the Department of Human Services may establish or authorize a program for dispensing and distributing fentanyl test strips. Provides that the Department may acquire fentanyl test strips, train individuals in the use of fentanyl test strips and distribute fentanyl test strips. Provides that the Department may award grants for the purchasing and distributing of fentanyl test strips. Permits law enforcement agencies and relevant fire departments to apply to the Department for grants to fund acquisition of fentanyl test strips and related training programs. IML supported the legislation. Effective January 1, 2025.

P.A. 103-0989 (SB 3406) (Sen. McClure, Rep. Davidsmeyer) – RULES OF THE ROAD HANDBOOK

Requires the Secretary of State to include, in the Illinois Rules of the Road publication, information pertaining to the transportation of hazardous materials. Provides that the information shall include an image and description that details the various hazardous material placards used on vehicles that transport hazardous materials. Effective January 1, 2025.

P.A. 103-0999 (SB 3434) (Sen. Villanueva, Rep. West II) – IEMA – OHS - GRANT PROGRAMS

Authorizes the Illinois Emergency Management Agency (IEMA) and Office of Homeland Security (OHS) to adopt rules for the implementation of its state-funded grant programs. IML supported the legislation. Effective January 1, 2025.

P.A. 103-1007 (SB 3501) (Sen. Ellman, Rep. Costa-Howard) – OUTDOOR LIGHTING CONTROL ACT

Provides that all new luminaires (rather than all new, renovated or retrofitted luminaires) purchased with state funds after the effective date of the Act or installed after the effective date of the Act on a structure or land that is owned, leased or managed by the Department of Natural Resources must follow specified outdoor lighting control requirements. Removes a requirement that luminaires must be turned off or dimmed under certain conditions. IML was neutral on the legislation. Effective January 1, 2025.

P.A. 103-1029 (SB 3631) (Sen. Porfirio, Rep. Avelar) – ILLINOIS COORDINATE SYSTEM ACT

Creates the Illinois Coordinate System Act of 2024. Creates the Illinois Coordinate System Committee. Provides that the Committee shall create, review, and revise the Guide to the Illinois Coordinate System. Requires the Committee to adopt an organizational structure as necessary for the fulfillment of its purpose. Specifies the members required to form the Committee. Requires the Committee to engage with interested stakeholders throughout the state representing local, regional, state and federal agencies, professional associations, academic institutions and private sector companies, enterprises and businesses. Sets forth provisions concerning the purpose of the Act, definitions, and the Guide to the Illinois Coordinate System. Repeals the Illinois Coordinate System Act. Adds the Director of the Illinois State Police or the Director's designee and one member of a statewide organization representing professional engineers, appointed by the Governor, to the Illinois Coordinate System Committee. Effective January 1, 2025.

UTILITIES

P.A. 103-0661 (HB 4118) (Rep. West II, Sen. Stadelman) – TERMINATION GRACE PERIOD

Provides that each electric and gas utility serving more than 500,000 customers in the state shall implement a Disconnection Protection Program. Provides that where customers have applied for assistance through the Low Income Home Energy Assistance Program (LIHEAP) or Percentage of Income Payment Plan (PIPP), the customer shall be temporarily protected from disconnection for 30 days after the utility receives notice from a local administrative agency that the customer has submitted an application to LIHEAP or PIPP. Provides that, in cases where LIHEAP or PIPP assistance is received, the customer shall be protected from disconnection for another 45 days after receiving the notice. Provides that any customer who applies for, but does not receive, LIHEAP or PIPP assistance shall only be temporarily protected from disconnection once in any program year. Provides that each electric and gas utility may recover costs for implementation, administration and ongoing operation of the utility's Disconnection Protection Program through the utility's revenue requirement, subject to a review for prudence and reasonableness by the Illinois Commerce Commission. Effective January 1, 2025.

P.A. 103-0716 (HB 5459) (Rep. Syed, Sen. Villivalam) – WATER USAGE DATA

Provides that in the case of a public utility that provides drinking water services, upon the request of a municipal wastewater agency or unit of local government organized under specified Acts, such public utility shall provide timely and accurate water usage data, in a format identifiable to the requester, for purposes of calculating wastewater billings. Provides that the public utility shall be entitled to collect its reasonable costs incurred to provide such data. IML was neutral on the legislation. Effective January 1, 2025.