

# SB 3571 • Illinois

## WARN ACT-AI LAYOFFS

Dead

Risk: Medium

Amendment

Last Action (Apr 14, 2026): Added as Co-Sponsor Sen. Robert F. Martwick

## Summary

SB 3571 requires employers to disclose AI-related impacts during mass layoffs under the Illinois WARN Act. Existing WARN Act provisions govern penalties and thresholds.

## Business Impact

If you operate in Illinois and plan mass layoffs, you must disclose AI-related impacts or face penalties.

## Key Provisions

- Employers must disclose AI-related job impacts during mass layoffs.
- Includes the number of employees laid off due to AI automation.
- Department of Commerce must report AI-related reasons for layoffs in public reports.
- The bill does not specify new penalties for non-compliance or employee thresholds, as these are governed by existing WARN Act provisions.

## Compliance Checklist

- Report AI-related job impacts during mass layoffs | Who: Employers | Penalty: Potential fines and legal repercussions
- Include AI-related reasons in public reports | Who: Department of Commerce

## Industries Affected

Employment

# Topics

Comprehensive AI

## Bill Sponsors

Name	Party	Role
Chapin Rose	Republican	Primary
Omar Aquino	Democratic	Primary
William R. Haine		Primary
John G. Mulroe		Primary
Gary Forby		Primary
Don Harmon	Democratic	Primary
Erica Harriss	Republican	Primary
Win Stoller		Cosponsor
Sally J. Turner	Republican	Cosponsor
Amy Elik	Republican	Primary
Jennifer Sanalidro	Republican	Cosponsor
Kevin Schmidt	Republican	Cosponsor

## Related Bills

- SB3571 (IL)

## Official Source

<https://openstates.org/il/bills/104th/SB3571/>

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