

# SB 3571 • Illinois

## WARN ACT-AI LAYOFFS

In Committee

Risk: Medium

Amendment

Last Action (May 22, 2026): Senate Committee Amendment No. 1 Rule 3-9(a) / Re-referred to Assignments

## Summary

SB 3571 requires employers to disclose AI-related impacts when they are 'substantially' the reason for mass layoffs under the Illinois WARN Act and makes other changes.

## 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 when they are 'substantially' the reason for mass layoffs.
- Includes the number of employees laid off due to AI automation.
- Department of Commerce must report the reason for layoffs, including whether they are 'substantially' due to AI, in public reports.
- The bill makes other changes but 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
Mike Simmons		Primary
Karina Villa		Cosponsor
Mary Edly-Allen		Cosponsor
Rachel Ventura		Cosponsor
Robert F. Martwick		Cosponsor

## Related Bills

- SB3571 (IL)

## Official Source

<https://ilga.gov/Legislation/BillStatus?DocNum=3571&GAID;=18&DocTypeID;=SB&LegId;=166631&SessionID;=114>

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