

HB 4980 • Illinois

HUMAN CONTROL OF AI ACT

In Committee

Risk: High

Comprehensive

Last Action (Apr 17, 2026): Rule 19(a) / Re-referred to Rules Committee

Summary

IL HB 4980: HUMAN CONTROL OF AI ACT mandates human oversight, impact assessments, and includes anti-retaliation measures, enforced by the Department of Labor.

Business Impact

If you use automated decision-making systems in Illinois, you must ensure meaningful human review or face penalties.

Key Provisions

- Prohibits use of automated decision-making systems without meaningful human oversight.
- Requires initial and biennial impact assessments for such systems.
- Includes anti-retaliation provisions for employees.
- Enforcement by the Department of Labor.
- Allows for private rights of action.
- Applies to public employers and their contractors.

Compliance Checklist

- Ensure meaningful human review of automated decision-making systems | Who: Public employers and their contractors | Penalty: Potential enforcement actions by the Department of Labor.
- Conduct initial and biennial impact assessments | Who: Employers using automated decision-making systems | Penalty: Potential private rights of action for affected individuals.

Industries Affected

Employment

Topics

AI in Government

Automated Decision-Making

Comprehensive AI

Bill Sponsors

Name	Party	Role
Abdelnasser Rashid	Democratic	Primary
Patrick Sheehan	Republican	Cosponsor
Stephanie A. Kifowit	Democratic	Cosponsor
Diane Blair-Sherlock	Democratic	Cosponsor
Michael Crawford		Cosponsor
Lisa Davis	Democratic	Cosponsor
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Ann M. Williams	Democratic	Cosponsor
Dagmara Avelar		Cosponsor
Maura Hirschauer	Democratic	Cosponsor
Janet Yang Rohr	Democratic	Cosponsor

Related Bills

- HB4980 (IL)
- HB 3567 (IL)

Official Source

<https://openstates.org/il/bills/104th/HB4980/>

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