

## HUMAN CONTROL OF AI ACT

Introduced

Risk: High

Comprehensive

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

### Summary

The Meaningful Human Control of AI Act prohibits public employers, contractors, and subcontractors from using automated decision-making systems without meaningful human review and mandates impact assessments at least once every 2 years for specified functions.

### Business Impact

If you operate as a public employer or contractor in Illinois, you must implement meaningful human review for AI decisions by January 1, 2025, or face penalties.

### Key Provisions

- Prohibits public employers, contractors, and subcontractors from using automated decision-making systems without meaningful and continuing human review.
- Mandates initial impact assessments, at least once every 2 years, and assessments before material changes for specified functions.
- Establishes anti-retaliation provisions for employees who raise concerns.
- Covers the procurement, purchase, or acquisition of services or systems using automated decision-making systems.
- Grants private rights of action for employees to seek remedies for violations.
- Enforcement by the Department of Labor.

### Compliance Checklist

- Conduct an initial impact assessment before implementing an automated decision-making system. | Who: Public employers and their contractors. | Penalty: Cease use of the system if non-compliant.
- Provide notice to affected employees about decisions made by automated systems. | Who: Public employers. | Penalty: Potential legal action by affected employees.

## Industries Affected

---

Employment

## Topics

---

AI in Government

Automated Decision-Making

Comprehensive AI

## Bill Sponsors

---

| Name                 | Party | Role    |
|----------------------|-------|---------|
| Abdelnasser Rashid   | D     | Sponsor |
| Patrick Sheehan      | R     | Sponsor |
| Stephanie Kifowit    | D     | Sponsor |
| Diane Blair-Sherlock | D     | Sponsor |
| Michael Crawford     | D     | Sponsor |
| Lisa Davis           | D     | Sponsor |
| Aaron Ortiz          | D     | Sponsor |
| Lilian Jimenez       | D     | Sponsor |
| Ann Williams         | D     | Sponsor |
| Dagmara Avelar       | D     | Sponsor |
| Maura Hirschauer     | D     | Sponsor |
| Janet Yang Rohr      | D     | Sponsor |

## Amendments

---

- House Amendment 001 — 2026-03-09 (Not Adopted)

## Related Bills

---

- HB 4980 (IL)
- HB3567 (IL)
- HB3720 (IL)

## Official Source

---

<https://www.ilga.gov/Legislation/BillStatus?DocNum=4980&GAID;=18&DocTypeID;=HB&SessionID;=114&GA;=104>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.