

HB4987 • Illinois

SURVEILLANCE-BASED WAGES

Introduced

Risk: Medium

Comprehensive

Last Action (Mar 27, 2026): Rule 19(a) / Re-referred to Rules Committee

Summary

HB4987 prohibits using surveillance data in automated wage decisions and allows private rights of action, with exemptions set forth and enforcement by the Attorney General.

Business Impact

If you use AI for wage decisions, you must comply with disclosure and accuracy procedures or face penalties.

Key Provisions

- Prohibits using surveillance data in automated wage decisions.
- Enforcement by the Attorney General.
- Allows private rights of action for aggrieved individuals, with exemptions set forth.

Compliance Checklist

- Ensure no surveillance data is used in wage determination. | Who: Employers using automated decision systems. | Penalty: Civil penalty up to \$10,000 per violation.
- Provide clear disclosure of data used in automated wage decisions. | Who: Employers setting wages through automated systems. | Penalty: Civil penalty for non-compliance.

Industries Affected

Employment

Law Enforcement

Finance

Human Resources

Technology

Topics

Bill Sponsors

Name	Party	Role
Michael J. Zalewski		Primary
Terra Costa Howard		Primary
Thaddeus Jones	Democratic	Primary
Jim Durkin		Primary
Karen May		Primary
Thomas Holbrook		Primary
Dale A. Righter		Cosponsor
M. Maggie Crotty		Cosponsor
Dan Kotowski		Cosponsor
Kirk W. Dillard		Cosponsor
Larry K. Bomke		Cosponsor
Edward D. Maloney		Cosponsor

Related Bills

- SB2255 (IL)

Official Source

<https://www.ilga.gov/Legislation/BillStatus?DocNum=4987&GAID;=18&DocTypeID;=HB&SessionID;=114&GA;=104>

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