

WARN ACT-AI LAYOFFS

Introduced

Risk: Medium

Amendment

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

Summary

This bill mandates employers to disclose AI-related job impacts during mass layoffs in Illinois, including the number of employees affected, and updates reporting requirements.

Business Impact

If you employ workers in Illinois and use AI, you must report AI-related layoffs or face potential penalties.

Key Provisions

- Employers must disclose AI-related job impacts during mass layoffs.
- Reports must include the number of employees laid off due to AI replacement.
- The Department of Commerce and Economic Opportunity will include AI-related reasons in public reports on layoffs.
- The bill updates reporting requirements.

Compliance Checklist

- Report AI-related job impacts during mass layoffs | Who: Employers in Illinois | Penalty: Potential regulatory scrutiny
- Include specific data on layoffs caused by AI in reports | Who: Employers required to report layoffs | Penalty: Potential reputational damage

Industries Affected

Employment

Topics

Comprehensive AI

Bill Sponsors

Name	Party	Role
Mike Simmons	D	Sponsor
Karina Villa	D	Sponsor
Mary Edly-Allen	D	Sponsor
Rachel Ventura	D	Sponsor
Robert Martwick	D	Sponsor

Amendments

- Senate Amendment 001 — 2026-03-02 (Not Adopted)

Related Bills

- SB 3571 (IL)

Official Source

<https://www.ilga.gov/Legislation/BillStatus?DocNum=3571&GAID;=18&DocTypeID;=SB&SessionID;=114&GA;=104>

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