

New Laws Taking Effect in 2025

(Including select laws that take effect in 2026.)

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This report includes legislation of interest to township government that was enacted into law and goes into effect in 2025 and select laws that take effect in 2026. These laws have public act (P.A) numbers and effective dates.

It is recommended that public acts be read in their entirety for a full understanding of the content, which can be found at ilga.gov.

Changes the title of the Act to the Illinois Exotic Weeds Act. Provides that the Department of Natural Resources shall determine the plants that are exotic weeds for the purposes of the Act and shall compile and keep current a list of such exotic weeds, which list shall be published and incorporated in the rules of the Department. Provides that the Department of Natural Resources may (rather than shall) issue permits to buy, sell, offer for sale, distribute or plant seeds, plants, or plant parts of exotic weeds pursuant to administrative rule. Provides that the Department, by rule, shall exempt varieties of any species listed in Department rule. Provides that, for the control of exotic weeds, a municipality may adopt an ordinance to eradicate exotic weeds listed in the rules of the Department. Deletes the listing of specified exotic weeds from the Act. IML was neutral on the legislation. Effective January 1, 2025.

Creates the Forests, Wetlands and Prairies Act. Provides that the Department of Natural Resources shall prepare and maintain a comprehensive Forests, Wetlands and Prairies Grant plan for the preservation and enhancement of forests, prairies and wetlands in Illinois. Provides that the Department of Natural Resources, pursuant to the comprehensive plan and subject to appropriation, shall establish and administer a Forests, Wetlands and Prairies Grant Program to restore degraded forest lands and native prairies, and to promote the growth of native vegetation that remove carbon dioxide from the atmosphere and help to mitigate the impact of climate change. Provides that units of local government are eligible to submit a grant proposal in a format and at a time prescribed by the Department of Natural Resources.

Provides that grants may be used by units of local government to fund: (1) local projects restoring or expanding forests, wetlands, prairies or other natural landscapes demonstrated to absorb carbon dioxide from the atmosphere; (2) education and marketing regarding local projects or steps community members may take to promote the growth of native vegetation that removes carbon dioxide from the atmosphere; and (3) any other purpose approved by the Department of Natural Resources that advances the state goal that there be no overall net loss of the state's existing forest, prairie or wetland acres or their functional value due to state-supported activities. IML supported the legislation. Effective January 1, 2025.

Amends the Environmental Protection Act. Deletes provisions requiring owners of underground storage tanks containing hazardous waste to register the tanks with the Illinois Environmental Protection Agency and provide the Agency with information concerning the contents of the tanks. Deletes a provision requiring the owners of registered tanks to notify the Agency of any change in registration information or of the removal the tank from service. Effective January 1, 2025.

Provides that it is unlawful for an employer with 15 or more employees to fail to include the pay scale for a position in any job posting. Provides that if an employer engages a third party to announce, post, publish

or otherwise make known a job posting, the employer shall provide the pay scale and benefits, or a hyperlink to the pay scale and benefits, to the third party and the third party shall include the pay scale and benefits, or a hyperlink to the pay scale and benefits, in the job posting. IML was neutral on the legislation. Effective January 1, 2025.

Amends the Whistleblower Act. Changes the definitions of "employer" and "employee." Defines "adverse employment action," "public body," "retaliatory action" and "supervisor." Provides that an employer may not take retaliatory action against an employee who discloses or threatens to disclose information about an activity, policy or practice of the employer that the employee has a good faith belief that such activity, policy or practice violates a state or federal law, rule or regulation or poses a substantial and specific danger to public health or safety. Effective January 1, 2025.

Provides that an employer shall provide an employee with a copy of the employee's pay stubs upon the employee's request. Provides that an employer is not required to grant a former employee's request for a copy of pay stubs more than twice in a 12-month period or more than one year after the date of separation. Provides that an employer who furnishes electronic pay stubs in a manner that a former employee cannot access for at least a full year after separation shall, upon an employee's separation from employment, offer to provide the outgoing employee with a record of all of the outgoing employee's pay stubs from the year preceding the date of separation. Provides that an employer shall furnish a copy of requested pay stubs to an employee or former employee within 21 calendar days of the request. Provides that a request made by an employee or former employee for a copy of a pay stub shall be made to a person responsible for maintaining the employer's payroll, including the employer's human resources department or payroll department, the employee's supervisor or department manager, or an individual designated in the employer's written policy. IML opposed the legislation. Effective January 1, 2025.

Creates the Worker Freedom of Speech Act. Provides that an employer or the employer's agent, representative or designee may not discharge, discipline or otherwise penalize, threaten to discharge, discipline, or otherwise penalize, or take any adverse employment action against an employee: (1) because the employee declines to attend or participate in an employer-sponsored meeting or declines to receive or listen to communications from the employer or the agent, representative or designee of the employer if the meeting or communication is to communicate the opinion of the employer about religious

or political matters; (2) as a means of inducing an employee to attend or participate in meetings or receive or listen to communications; or (3) because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of the Act. Provides for a private right of action to enforce the provisions of the Act. Provides that nothing in the Act prohibits an employer or its agent, representative or designee from requiring its employees to attend any training intended to foster a civil and collaborative workplace or reduce or prevent workplace harassment or discrimination. Effective January 1, 2025.

Provides that at least 24 hours before the state or a unit of local government, including a mosquito abatement district or a commercial entity hired by the state or a unit of local government applies a pesticide, including a pesticide intended to control mosquitoes, to a public right-of-way that is located within the corporate boundaries of a municipality, the state, mosquito abatement district or other unit of local government in which the application is to be made shall provide written notice to the public of the

application of the pesticide, with certain notice information requirements, with notice sufficient if posted

Amends the Illinois Notary Public Act. Provides that an applicant to renew an appointment as a notary public or electronic notary public is not required to complete the course of study required under the Act or pass the examination required under the Act if the applicant submits, in the form and manner prescribed by the Secretary of State, a signed statement that the applicant: (I) is a licensed attorney or judge or is employed by a licensed attorney or the court; and, () has read and understood the version of the Act that is in effect at the time of application. In the introduced bill, the applicant must establish that he or she is a licensed attorney or a judge or is employed by a licensed attorney or the court. Effective January 1, 2025.



Amends the Illinois Underground Utility Facilities Damage Prevention Act. Removes references to the State-Wide One-Call Notice System and replaces it with JULIE, Inc. Provides that owners or operators of underground utility facilities are required to be members of JULIE. Creates the positive response system to be implemented by January 1, 2026. Provides that excavators and facility owners or operators shall use the positive response system to send and respond to required notices. Provides that, beginning July 1, 2025, the Illinois Commerce Commission shall provide for public review a monthly report listing all of the submitted alleged violations reports it received in the prior month. Effective January 1, 2025.

Provides that the use of green oscillating, flashing or rotating lights, whether lighted or unlighted, is prohibited except on specified vehicles. Provides the conditions that must be satisfied for the lights on certain specified vehicles with green oscillating, flashing or rotating lights to be lighted. Provides that fire department vehicles of local fire departments and state or federal firefighting vehicles, police vehicles of state, federal or local authorities, and vehicles designated by local or State authority, while parked at an emergency scene, may use a steady-on illumination or steady-burn, or flashing green beacon or beacons if such steady-on, steady-burn or flashing beacon is used to indicate an emergency operations command post or incident command location. Effective January 1, 2025.

Provides that no person shall operate or cause to be operated, on a highway, a commercial motor vehicle, with the exception of a highway maintenance vehicle, transporting garbage or refuse unless the tailgate on the vehicle is in good working repair, good operating condition and closes securely, with a cover or tarpaulin of sufficient size attached so as to prevent any load, residue or other material from escaping.

IML was neutral on the legislation. Effective January 1, 2025.

Amends the Department of Transportation Law of the Civil Administrative Code of Illinois. Provides that upon request by a unit of local government, the Department shall make available any study or survey completed by the Department that concerns traffic or the environmental impact on road construction

projects. Allows a study or survey conducted by the Department to be substituted for a study or survey

required by a unit of local government for construction projects affecting a portion of a state right-of-way. In provisions requiring that, upon request by a unit of local government, the Department of Transportation shall make available any study or survey completed by the Department that concerns traffic or the environmental impact on road construction projects, provides that studies or surveys prohibited from disclosure by state or federal statutory confidentiality restrictions are not required to be made available.

IML supported the legislation. Effective January 1, 2025.

Requires that upon approaching an emergency scene, a stationary authorized emergency vehicle, or a construction or maintenance area or zone, a person who drives a vehicle shall, proceeding with due caution, yield the right-of-way by making a lane change, if possible with due regard to safety and traffic conditions. Provides that if changing lanes would be impossible or unsafe, proceeding with due caution, reduce the speed of the vehicle to a speed that is reasonable and proper with regard to traffic conditions and the use of the highway to avoid a collision or until safely past the construction or maintenance area or zone. IML supported the legislation. Effective January 1, 2025.

Amends the Uranium and Thorium Mill Tailings Control Act. Provides that the Illinois Emergency Management Agency and Office of Homeland Security may approve a request for license termination following adoption and implantation by the municipality or county in which the material milling facility is located of one or more ordinances restricting the use of groundwater on the property that has been licensed for the milling of source material and any property downgradient from that property if the ordinance ensures public health and safety and is in effect at the time of license termination. Requires the ordinances adopted for the purpose of terminating a license to remain in effect until the Agency approves in writing that the ordinances are no longer needed. Effective January 1, 2025.

If you have any questions on bills included in this report, please contact our office at 217.744.2212.