

AN ACT concerning employment.

**Be it enacted by the People of the State of Illinois,
represented in the General Assembly:**

Section 5. The Job Opportunities for Qualified Applicants Act is amended by changing Section 10 and by adding Section 17 as follows:

(820 ILCS 75/10)

Sec. 10. Definitions. As used in this Act:

"Applicant" means any person pursuing employment with an employer or with or through an employment agency.

"Driver's license" means any license or privilege to operate a motor vehicle issued under the laws of this State.

"Employer" means any person or private entity that has 15 or more employees in the current or preceding calendar year, and any agent of such an entity or person.

"Employment agency" means any person or entity regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer and includes an agent of such a person.

"Employment" means any occupation or vocation.

(Source: P.A. 98-774, eff. 1-1-15.)

(820 ILCS 75/17 new)

Sec. 17. Driver's licenses. An employer or employment agency may not include in any specific job posting a statement that an applicant must have a valid driver's license, unless driving is one of the essential functions of the posted job and is a business necessity. If a job requires a valid driver's license, the employer or employment agency shall include in the job posting a brief description explaining why a valid driver's license is required.

Section 99. Effective date. This Act takes effect January 1, 2027.