

Illinois Employers: Prepare Now for These Three Employment Law Changes Taking Effect in 2027

2 min read

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Beginning January 1, 2027, several new Illinois employment laws will take effect, bringing significant changes for employers across the state. The new requirements affect a range of workplace issues, including employee accommodations, paid leave, compensation practices, and hiring procedures.

Illinois employers should begin reviewing their policies, workplace notices, handbooks, payroll practices, and manager training to help ensure compliance before the laws take effect in the new year.

1. Menopause-related Conditions Will be Protected Under the Illinois Human Rights Act

Effective January 1, 2027, the Illinois Menopause Equity and Care Act amends the Illinois Human Rights Act to “improve awareness, understanding, and quality of care for individuals experiencing menopause.” Specifically, Sections 1-103 and 2-102 of the Illinois Human Rights Act are amended as follows:

- **The Act includes protections for “menopause-related” conditions—which are defined as:** “perimenopause, menopause, and associated medical or symptomatic conditions that include, but are not limited to, vasomotor symptoms, sleep disruption, cognitive or mood changes, and osteoporosis-related changes.”
- **The Act’s current “pregnancy” definition is expanded to include:** “pregnancy, childbirth, or medical or common conditions related to pregnancy or childbirth, including menopause-related conditions.”
- **The Act’s list of reasonable accommodations is amended to include menopause-related accommodations** such as flexible scheduling or modified work hours, and temperature or climate-adjusted workspace.

- **Expanded notice obligations require employers to post information related to employees' right to certain reasonable accommodations**, including “the right to reasonable accommodations for menopause-related conditions.” Violations could result in the Department of Human Rights initiating a civil rights charge.

2. Covered Employees Will be Entitled to Paid Jury Duty Leave

House Bill 4844, enacted as Public Act 104-0683, amends the Illinois Jury Act and the Jury Commission Act.

Starting January 1, 2027, employers with more than 25 employees must pay employees their regular rate of pay for time spent serving on jury duty.

This amendment will not otherwise affect existing laws related to jury duty, and employers with fewer than 25 employees must continue to provide unpaid leave for time spent in jury selection or jury duty.

3. Driver's License Requirements in Job Postings Will Require Further Scrutiny

Beginning January 1, 2027, HB 4758 prohibits employers from including 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.”

Employers may continue to require a driver's license in a job posting so long as the posting includes a brief explanation of why a driver's license is required.

What Employers Should Do Now

- Update handbooks and workplace policies before these new laws take effect.
- Post updated Illinois Department of Human Rights notices in the proper workplace locations.
- Train managers and HR teams to recognize and respond to menopause-related accommodation requests.
- Audit job postings for driver's license requirements that are not tied to essential job duties.

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