

# CHICAGO LABOR STANDARDS

## WAGE THEFT

### FORBIDS THE THEFT OF WAGES AND BENEFITS (MCC 6-105)

Wage Theft	Violations and Fines
<ul style="list-style-type: none"><li>• <b>Wage Theft means the non-payment of wages</b>, including paid time off or other paid benefits</li><li>• <b>Employers must pay Employees on time</b></li></ul>	<ul style="list-style-type: none"><li>• Employees can recoup <b>unpaid wages plus damages</b></li><li>• <b>Violators may be subject to fines or civil actions</b></li></ul>



## MINIMUM WAGE

### SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)

July 1, 2021 Effective Date	Large Employers 21 or more employees	Small Employers 4 to 20 employees	Youth Workers	Tipped Workers		
				Large	Small	Youth
<b>Min Wage</b>	\$15.00	\$14.00	\$11.00	\$9.00	\$8.40	\$6.60
<b>Overtime Min Wage</b>	\$22.50	\$21.00	\$16.50	\$16.50	\$15.40	\$12.10

**All Domestic Workers must receive at least the \$15 minimum wage.** If the **tipped wage** plus tips do not equal at least the number of hours worked times the minimum wage, **the Employer must make up the difference.**



## PAID SICK LEAVE

### REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY REASONS (MCC 6-105)

Employers must provide Employees with Paid Sick Leave (PSL) to care for themselves or a family member if they work at least 80 hours within any 120-day period.

Earning Leave	Using Leave	Carrying Over
<b>1 hour of PSL for every 40 hours worked</b> (up to 40 hours in a 12-month period) may be accrued.	<b>Up to 40 hours first year</b> (up to 60 hours during the second 12-month period) may be used.	<b>One half of PSL hours can be carried over between 12 month periods</b> (up to 20 hours). In certain cases, up to 40 hours may be carried over.

## HUMAN TRAFFICKING

### WORKERS ARE PROTECTED UNDER CHICAGO AND ILLINOIS LAW

If you or someone you know is being forced to engage in any activity or forced to work, cannot leave, is having their wages taken, has had their passport or ID taken away, or is being threatened with deportation if they don't work,

**Call the National Human Trafficking Hotline** 1-888-373-7888 or **Text "HELP"** to 233733 to access free help and services.

Available at all times in 160 languages and operated by a nongovernmental organization.



## FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at  
[www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards)



For further detail, including a full list of exempted Employees, visit [www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards) or contact the Office of Labor Standards at [bacplaborstandards@cityofchicago.org](mailto:bacplaborstandards@cityofchicago.org) or 312-744-2211. This Notice must be displayed in a conspicuous place at the place of employment and provided with each Covered Employee's first paycheck. Retaliation is prohibited. Notice effective on August 1, 2021. Last updated e1894 Revised August 2021

# CHICAGO LABOR STANDARDS

## FAIR WORKWEEK

**REQUIRES PREDICTABLE SCHEDULES AND PAYMENT FOR SCHEDULE CHANGES (MCC 1-25)**

Employers must provide Workers a written estimate of days and hours of work prior to or upon employment

Employers must post Work Schedules with at least 10 days' notice

When Employers make changes to the Work Schedule <b>less than 10 days before the Work Schedule starts</b>	
Subtracts hours	Workers must receive one hour of additional pay for every impacted shift
Adds hours	
Changes shifts with no loss of hours	

When Employers make changes to a shift <b>less than 24 hours before the shift starts</b>	
Subtracts hours	Workers must receive 50% of their pay for the lost hours
Adds hours	Workers must receive one hour of additional pay for every impacted shift
Changes shifts with no loss of hours	

Workers may decline hours that occur less than 10 hours after the end of the previous day's shift

Workers must be paid 1.25 times regular pay for any shift that begins less than 10 hours after the end of the previous day's shift

## WHO IS COVERED BY THE FAIR WORKWEEK ORDINANCE?

Employees who work a majority of time in Chicago, in a covered industry and earn \$50,000 per year (salary) or \$26 per hour (hourly) or less. This includes temp workers on assignment for 420 hours within an 18-month period

Employers primarily engaged in a covered industry (building services, healthcare, hotel, manufacturing, restaurant, retail, or warehouse services) that employ 100 or more employees (250 for not for profits), at least 50 of whom are covered by the Ordinance. Franchisees with more than 3 locations might be Employers



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