

CHICAGO LABOR STANDARDS

IF YOU WORK AT LEAST 2 HOURS IN ANY 2 WEEK PERIOD FOR AN EMPLOYER IN CHICAGO, YOU ARE COVERED BY THE MINIMUM WAGE AND PAID SICK LEAVE ORDINANCE



MINIMUM WAGE

SETS MINIMUM WAGE IN CHICAGO (MCC 1-24)

July 1, 2020 Effective Date	Large Employers	Small Employers	Youth Workers	Tipped Workers		
	21 or more employees	4 to 20 employees		Large	Small	Youth
Min Wage	\$14.00	\$13.50	\$10.00	\$8.40	\$8.10	\$6.00
Overtime Min Wage	\$21.00	\$20.25	\$15.00	\$15.40	\$14.85	\$11.00

Tipped Workers are Workers who receive tips as part of their wage, like restaurant servers. If their 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**

All Domestic Workers, regardless of how many Workers their Employer employs, **must receive the minimum Wage** (\$13.50 from Employers with 0-20 Employees, and \$14.00 from large Employers)



PAID SICK LEAVE

REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY REASONS (MCC 1-24)

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
1 hour of Paid Sick Leave for every 40 hours worked (up to 40 hours in a 12-month period)	Up to 60 hours in a 12 month period, when: the Employee or a family member is ill, injured, or a victim of domestic violence or sex offense, or for medical care, treatment, diagnosis, or preventative care, among other reasons	One half of PSL hours can be carried over between 12 month periods , 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.



FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at

www.chicago.gov/laborstandards



For further detail, including a full list of exempted Employees, visit www.chicago.gov/laborstandards or contact the Office of Labor Standards at 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 July 1, 2020. Last updated September 9, 2020

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 less than 10 days before the Work Schedule starts	
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 less than 24 hours before the shift starts	
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 **Employers** primarily engaged in a covered industry Chicago, in a covered industry and earn (building services, healthcare, hotel, manufacturing, \$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 (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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