



CHICAGO OFFICE OF LABOR STANDARDS



MINIMUM WAGE

SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)

July 1, 2023 Effective Date	Large Employers 21 or more employees	Small Employers 4 to 20 employees	Youth Workers	Tipped Workers		
				Large	Small	Youth
Min Wage	\$15.80	\$15.00	\$13.50	\$9.48	\$9.00	\$8.10
Overtime Min Wage	\$23.70	\$22.50	\$20.25	\$17.38	\$16.50	\$14.85

All Domestic Workers must receive at least the \$15.80 minimum wage.

If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.



WAGE THEFT

FORBIDS THE THEFT OF WAGES AND BENEFITS (MCC 6-100)

Wage Theft

- Wage Theft means the non-payment of wages, including paid time off or other paid benefits
- Employers must pay Employees on time

Violations and Fines

- Employees can recoup unpaid wages plus damages
- Violators may be subject to fines or civil actions



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 Chicago.gov/LaborStandards.



ADDITIONAL RESOURCES AND CONTACT INFORMATION

Chicago.gov/LaborStandards

Additional guidance and resources are available at the above listed website. You can find FAQ (frequently asked question) forms, and applicable Promulgated Rules and Regulations for all Chicago Labor Laws.

Address of OLS	E-mail and Phone Number of OLS	Webinar Recordings
Office of Labor Standards 2350 West Ogden Avenue, 1 st Floor Chicago, Illinois 60608	You can reach the OLS at: bacplaborstandards@cityofchicago.org Or 312-744-2211	OLS routinely hosts educational webinars on Chicago's Labor Laws, recordings of those webinars can be accessed at: https://www.youtube.com/chicagobacp



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 January 1, 2024. Last updated December 1, 2023.



CHICAGO OFFICE OF LABOR STANDARDS



PAID LEAVE

REQUIRES PAID LEAVE TO BE USED FOR ANY REASON (MCC 6-130)

Employers must provide Employees with Paid Leave (PL) to use for any reason of an Employee's choosing if they work at least 80 hours within any 120-day period.

Earning Leave	Using Leave	Carrying Over
1 hour of PL for every 35 hours worked (up to 40 hours in a 12- month period) may be accrued.	Up to 40 hours first year (up to 56 hours during the second 12-month period) may be used.	Up to 16 PL hours can be carried over between 12-month periods (if PL is not frontloaded).



PAID SICK AND SAFE LEAVE

REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY REASONS (MCC 6-130)

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 PSL for every 35 hours worked (up to 40 hours in a 12- month period) may be accrued.	Up to 40 hours first year (up to 120 hours during subsequent periods depending on carryover/availability) may be used.	Up to 80 PSL hours can be carried over between 12 month period



EMPLOYER POLICIES

EMPLOYERS MUST PROVIDE PAID TIME OFF POLICIES (MCC 6-130)

Policies	Payout of PL upon employment termination
<ul style="list-style-type: none"> Establishment of Paid Time Off Policies, Employer must share Paid Time Off policies with Employees; Paid Leave can be reasonably denied; minimum usage increments cannot exceed 4 hours for PL and 2 hours for PSL 	<ul style="list-style-type: none"> Small Employers (1-50 employees) are exempt Medium Employers (51-100 employees) must pay out up to 16 hours of PL until 12.31.2024; up to 56 hours after that date Large Employers (101+ employees) must pay out up to 56 hours



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