

Overview: Chicago Paid Leave and Paid Sick and Safe Leave Ordinance

The implementation date of the Ordinance is Monday, July 1, 2024.

Definitions:

A Covered Employee is anyone who works at least 80 hours within a 120-day period within the geographical boundaries of Chicago.

An Employer is anyone with one or more employees (not an independent contractor) working in Chicago.



PAID LEAVE

- 1 Hour of Paid Leave for every 35 hours worked (up to 40 hours (5 days) in a 12-month period)
- Can be used for any reason but request to use may be denied by Employer
- Can request to use 90 days after July 1, 2024, or after start of employment (whichever is later)
- Minimum usage increment not to exceed 4 hours



SICK LEAVE

- 1 Hour of Paid Sick Leave for every 35 hours worked (up to 40 hours (5 days) in a 12-month period)
- Can be used to recover from illness, take care of family member, address domestic violence, and public health emergencies
- Can be used 30 days after July 1, 2024, or after start of employment (whichever is later)
- Minimum usage increment not to exceed 2 hours



CARRYOVER

- Up to 16 hours of Paid Leave (if not front loaded)
- Up to 80 hours of Sick Leave



PAYOUT

- Not required for Sick Leave
- Paid Leave
 - Required for Large Employers (101+)
 - 2 Days (16 hours) for Medium Employer (51-101) until July 1, 2025, required past this date
 - Not required for Small Employers (1-50)