

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 21 or more employees	Small Employers 4 to 20 employees	Youth Workers	Tipped Workers		
				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	\$9.00

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



FILE A COMPLAINT

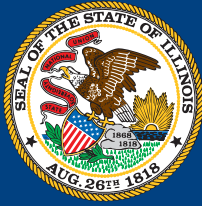
Call 311, use the CHI 311 app, or file a Complaint Form at

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 July 1, 2020



State of Illinois
Department of Labor

Your Rights Under Illinois Employment Laws

Wage Increases Schedule

Effective July 1, 2020\$10.00
Effective Jan. 1, 2021\$11.00
Effective Jan. 1, 2022\$12.00
Effective Jan. 1, 2023\$13.00
Effective Jan. 1, 2024\$14.00
Effective Jan. 1, 2025\$15.00

Minimum Wage \$9.25 per hour (Effective Jan. 1, 2020) and Overtime

- **Coverage:** Applies to employers with 4 or more employees. Domestic workers are covered even if the employer only has 1 worker. Certain workers are not covered by the Minimum Wage Law and some workers may be paid less than the minimum wage under limited conditions. For more information, visit our website. (See wage increases schedule above).
- **Tipped Employees:** Must be paid at least 60% of the applicable minimum wage. If an employee's tips combined with the wages from the employer do not equal the minimum wage, the employer must make up the difference.
- **Overtime:** Most hourly employees and some salaried employees are covered by the overtime law and must be compensated at time and one-half of their regular pay for hours worked over 40 in a workweek.

Hotline: 1-800-478-3998

Unpaid Wages

Wage Payment and Collection Act

- Employees must receive their final compensation, including earned wages, vacation pay, commissions and bonuses on their next regularly scheduled payday.
- Unauthorized deductions from paychecks are not allowed except as specified by law.
- Employers must reimburse employees for all necessary expenditures or losses incurred by an employee during the scope of employment and related to services performed for the employer. Employee must submit reimbursement request within 30 calendar days unless an employer policy allows for additional time to submit.

Equal Pay Act

- Requires employers to pay equal wages to men and women doing the same or substantially similar work, unless such wage differences are based upon a seniority system, a merit system, or factors other than gender.
- Employers and employment agencies are banned from asking applicants past wage and compensation histories.
- Employees may disclose or discuss their own salaries, benefits, and other compensation with their co-workers and colleagues.
- Employers are not allowed to pay less to African American employees versus a non-African American employees.

Hotline: 1-866-EPA-IDOL

Domestic or Sexual Violence Leave

Victims' Economic Security and Safety Act

Provides employees who are victims of domestic or sexual violence, or who have family members who are victims, with up to 12 weeks of unpaid leave during a 12-month period.

Phone: 312-793-6797

Meal and Rest Periods

One Day Rest in Seven Act

- Provides employees with 24 consecutive hours of rest each calendar week.
- Employers may obtain permits from the Department allowing employees to voluntarily work seven consecutive days.
- Employees working 7 1/2 continuous hours must be allowed a meal period of at least 20 minutes no later than 5 hours after the start of work.

Phone: 312-793-2804

Child Labor

Workers under Age 16

- Children under the age of 14 may not work in most jobs, except under limited conditions.
- 14 and 15-year-olds may work if the following requirements are met:
 - Employment certificates have been issued by the school district and filed with the Department of Labor confirming that a minor is old enough to work, physically capable to perform the job, and that the job will not interfere with the minor's education;
 - The work is not deemed a hazardous occupation (a full listing can be found on our website);
 - Work is limited to 3 hours per day on school days, 8 hours per day on non-school days and no more than 6 days or 48 hours per week;
 - Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. June through September); and
 - A 30-minute meal period is provided no later than the fifth hour of work.

Hotline: 1-800-645-5784

This is a summary of laws that satisfies Illinois Department of Labor posting requirements. For a complete text of the laws, visit our website at:

www.labor.illinois.gov

For more information or to file a complaint, contact us at:

160 N. LaSalle St, Suite C-1300, Chicago, IL 60601 • Chicago 312.793.2800 • Springfield 217.782.6206 • Marion 618.993.7090

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY SEE IT.