


# 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)**

| Effective Date      | Large Employers      | Small Employers   | Youth Workers                   | Tipped Workers |               |               |
|---------------------|----------------------|-------------------|---------------------------------|----------------|---------------|---------------|
|                     | 21 or more employees | 4 to 20 employees |                                 | Large          | Small         | Youth         |
| <b>July 1, 2019</b> | <b>\$13.00</b>       | <b>\$13.00</b>    | <b>\$8.00</b><br>(as of 1/1/20) | <b>\$6.40</b>  | <b>\$6.40</b> | <b>\$0.00</b> |
| July 1, 2020        | \$14.00              | \$13.50           | \$10.00                         | \$8.40         | \$8.10        | \$6.00        |
| July 1, 2021        | \$15.00              | \$14.00           | \$11.00                         | \$9.00         | \$8.40        | \$6.60        |

**Minimum Wage** is currently \$13 for non-tipped workers, and \$6.40 for tipped workers. **The minimum wage goes up every July 1<sup>st</sup>**

**Tipped Workers** are workers who receive tips as part of their wage, like restaurant servers. If their wages plus tips do not equal at least the number of hours worked times the non-tipped minimum wage, **the employer must make up the difference**

|                           |                |                |                |                |               |
|---------------------------|----------------|----------------|----------------|----------------|---------------|
| <b>Overtime Min. Wage</b> | <b>\$19.50</b> | <b>\$19.50</b> | <b>\$12.00</b> | <b>\$12.90</b> | <b>\$0.00</b> |
|---------------------------|----------------|----------------|----------------|----------------|---------------|



## PAID SICK LEAVE

**REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY ISSUES (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**

| Accrual  | Use   | Carry-Over   |
|--|---|--|
| <p><b>1 HOUR PSL</b></p> <p>for every 40 HOURS worked</p> <p>(up to 40 hours in a 12-month period)</p> | <p><b>Up to 60 hours in a 12 month period, when:</b> 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</p> | <p>½ 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</p> |



## 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)



Unions may waive their members' rights to Paid Sick Leave and Minimum Wage as part of a collective bargaining agreement. For further detail, including a full list of exempted employees, see MCC 1-24 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 valid through June 30, 2020.

Last updated May 18, 2020