


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
July 1, 2019	\$13.00	\$13.00	\$8.00 (as of 1/1/20)	\$6.40	\$6.40	\$0.00
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 1st**

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**

Overtime Min. Wage	\$19.50	\$19.50	\$12.00	\$12.90	\$0.00
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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
1 HOUR PSL 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	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



FILE A COMPLAINT

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

www.chicago.gov/laborstandards