

# CHICAGO LABOR STANDARDS

## WAGE THEFT

### FORBIDS THE THEFT OF WAGES AND BENEFITS (MCC 6-105)

Wage Theft	Violations and Fines
<ul style="list-style-type: none"><li>Wage Theft means the non-payment of wages, including paid time off or other paid benefits</li><li>Employers must pay Employees on time</li></ul>	<ul style="list-style-type: none"><li>Employees can recoup unpaid wages plus damages</li><li>Violators may be subject to fines or civil actions</li></ul>



## MINIMUM WAGE

### SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)

July 1, 2021 Effective Date	Large Employers 21 or more employees	Small Employers 4 to 20 employees	Youth Workers	Tipped Workers		
				Large	Small	Youth
Min Wage	\$15.00	\$14.00	\$11.00	\$9.00	\$8.40	\$6.60
Overtime Min Wage	\$22.50	\$21.00	\$16.50	\$16.50	\$15.40	\$12.10

All Domestic Workers must receive at least the \$15 minimum wage. If the 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.



## PAID SICK LEAVE

### REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY REASONS (MCC 6-105)

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 40 hours worked (up to 40 hours in a 12-month period) may be accrued.	Up to 40 hours first year (up to 60 hours during the second 12-month period) may be used.	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.

## 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

[www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards)



For further detail, including a full list of exempted Employees, visit [www.chicago.gov/laborstandards](http://www.chicago.gov/laborstandards) 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 effective on August 1, 2021. Last updated July 2021.