

This toolkit contains suggested language and visual assets for the 2025 Updates to Chicago Labor Laws from the Chicago Office of Labor Standards. Feel free to use your own style and tone, but the language and content below are preferred and should be helpful to you.

BACKGROUND

The Chicago Department of Business Affairs and Consumer Protection (BACP) ensures a fair and vibrant marketplace for businesses, workers and consumers in the City of Chicago. BACP licenses businesses and public vehicles, regulates business activity, protects consumers from fraud, enforces Chicago's labor laws, partners with business service organizations and provides education and resources for businesses.

BACP's Office of Labor Standards (OLS) oversees Chicago's landmark labor laws through engagement and enforcement. OLS processes complaints, conducts investigations, mediates disputes, directs settlement proceedings, issues violations and if necessary, seeks licensure discipline against employers.

WEBSITES

General: [Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards)

Public Notices: https://www.chicago.gov/city/en/depts/bacp/supp_info/public-notice.html

Recorded Webinars: [YouTube.com/ChicagoBACP](https://www.youtube.com/ChicagoBACP)

Upcoming Webinars: [Chicago.gov/BACPWebinars](https://chicago.gov/BACPWebinars)

SOCIAL MEDIA HANDLES

The BACP Social Media manager will post and share/RT/etc. posts concerning this program. BACP handles on platforms:

- Facebook: facebook.com/ChicagoBACP
- Instagram: instagram.com/chicagobacp
- X/Twitter: twitter.com/ChicagoBACP
- LinkedIn: linkedin.com/company/chicagobacp

SOCIAL MEDIA POST SAMPLES

SAMPLE 1:

Chicago Mayor Brandon Johnson and @ChicagoBACP announced updates to Chicago's Labor Laws to strengthen worker protections. New regulations take effect 7/1/25 to ensure fair wages and paid leave for working people. Learn more and download resources at: [Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards)

SAMPLE 2:

Chicago is a leader in worker protections. @ChicagoBACP's newly updated Labor Laws take effect 7/1/25 to ensure fair wages and paid leave for working people. Learn more, view webinars, and download educational and public notice resources at: [Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards)

VISUALS & LOGOS

Dropbox Link with graphics for social media:

https://www.dropbox.com/scl/fo/84hgy0ewnb90lljiezrw7/AAMiyPNVvB8LOF_gE9aKywl?rlkey=r6e6kboeirdt19yep5x8h7bhc&st=67v8z2lo&dl=0

NEWSLETTER CONTENT

The BACP Office of Labor Standards (OLS) oversees Chicago's landmark labor laws.

The following will go into effect on July 1, 2025, for the following ordinances:

- The Chicago minimum wage will increase.
- The tipped-minimum wage will increase. The increase will be the second step of a 5-year phase out the subminimum wage for tipped workers; the tipped-wage credit will decrease to 24%.
- The compensation metrics for the Fair Workweek Ordinance will be updated.
- The Chicago Paid Leave and Paid Sick and Safe Leave Ordinance guarantees up to 40 hours of paid time off and up to 40 hours of paid sick leave for most of Chicago's workers. Workers accrue 1 hour of each type of leave for every 35 hours worked. Access to private right of action is expanding on July 1st.

To view educational outreach materials, FAQs, and recorded webinars, visit

Chicago.gov/LaborStandards. To view upcoming OLS webinars, visit Chicago.gov/BACPWebinars.

More: Chicago.gov/LaborStandards.

TALKING POINTS

Every July 1, Chicago's minimum wage increases per the Minimum Wage Ordinance. The minimum wage increases annually according to changes to the Consumer Price Index or 2.5%, whichever is lower.

Beginning July 1, 2025:

- The minimum wage will be \$16.60.
- The minimum wage for subsidized youth employment programs and subsidized transitional employment programs will be \$16.50.
- Under the One Fair Wage Ordinance, the wages of tipped workers such as restaurant servers, bartenders, bussers and runners who earn a subminimum wage of \$12.62 per hour will increase by 8 percent per year until it reaches parity with Chicago's standard hourly minimum wage on July 1, 2028.

Under the Chicago Paid Leave and Paid Sick and Safe Leave Ordinance, workers are guaranteed up to five days of paid leave and five days of paid sick leave for all of Chicago's workers for employees who work at least 80 hours within any 120-day period.

Under the Paid Leave requirements:

- Employees accrue at a rate of 1 hour of paid leave for every 35 hours worked (up to 40 hours in a 12-month benefit period)

- Employees must be allowed to use accrued paid leave no later than on the 90th day following the commitment of employment
- Employees can carry over up to 16 hours between 12-month periods (if paid leave is not front loaded).
- Employees can use paid leave for any reason

Under the Paid Sick and Safe Leave requirements:

- Employees accrue at a rate of 1 hour of sick leave for every 35 hours worked (up to 40 hours in a 12-month period)
- Employees must be allowed to use accrued sick leave no later than on the 30th day following the commitment of employment
- Employees can carry over up to 80 hours between 12-month benefit periods
- Employees can use paid sick leave for medical and safety reasons

Additionally, on July 1, 2025, the Fair Workweek Ordinance will include updated compensation metrics. Employees will be covered by the ordinance if they work in one of seven “covered” industries (building services, healthcare, hotel, manufacturing, restaurant, retail, or warehouse services), earn less than or equal to \$32.60/hour or earn less than or equal to \$62,561.90/year and the employer has at least 100 employees globally (250 employees and 30 locations if operating a restaurant). The Fair Workweek Ordinance requires certain employers to provide workers with predictable work schedules and compensation for changes.

PRESS RELEASE LANGUAGE

Mayor Brandon Johnson and BACP announced the scheduled annual increase in Chicago’s minimum wage, additional enforcement provisions of the Paid Leave and Paid Sick and Safe Leave Ordinance, and a scheduled enhancement of the Fair Workweek Ordinance requirements. These changes will go into effect on July 1, 2025, and are part of Mayor Johnson’s ongoing commitment to promote fairness and dignity for working people. To view informational flyers, Frequently Asked Questions, and public notices on Chicago’s labor laws, visit [Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards).