

DOMESTIC WORKER CONTRACT

DEFINITIONS

- **APPLICABLE CHICAGO MUNICIPAL CODE SECTION-** Title 6, Chapter 120, Section 020 (6-120-020)
- **DOMESTIC WORKER-**means a person whose primary duties include housekeeping; house cleaning; home management; nanny services, including childcare and child monitoring; caregiving, personal care or home health services for elderly persons or persons with illnesses, injuries, or disabilities who require assistance in caring for themselves; laundering; cooking; companion services; chauffeuring; and other household services to members of households or their guests in or about a private home or residence, or any other location where the domestic work is performed
- **WAGE-**means compensation due to worker by reason of employment
- **WORK SCHEDULE-**means all of a Covered Employee's shifts, including specific start and end times for each shift, during a calendar week.

CONTRACTS FOR DOMESTIC WORKERS

All employers of Domestic Workers, shall provide a written contract to the Domestic Worker. The contract should set forth the Wage being paid to the Domestic Worker, and the Work Schedule agreed upon between the employer and the Domestic Worker.

An employer shall provide the written contract to the Domestic Worker in the Domestic Worker's primary language, upon the request of the Domestic Worker.

Any Domestic Worker, regardless of status (employee or independent contractor) must be provided with a written contract.

As of July 1, 2025, a Domestic Worker must earn at least \$16.60 an hour (the City's Minimum Wage Rate).

Please visit Chi.gov/Care for additional information and resources

WHO IS COVERED?

Chicago's Ordinances cover employees working within the geographical boundaries of Chicago, regardless of their immigration status or the location of their employer. If your complaint or specific situation does not fall under the jurisdiction of the OLS, we will refer you to the appropriate agency for assistance.

ANTI RETALIATION

It is unlawful for any employer to discriminate or take any adverse action against any individual in retaliation for exercising any right under Chicago's Labor Laws. This applies to anyone disclosing, reporting or testifying about any provision of a law, or a rule promulgated thereunder.

WHAT WE DO

- Investigation of Complaints
- Provide outreach and education to workers
- Provide outreach and education to employers
- Resources and referrals
- **All services are free**

