

MINIMUM WAGE

Chicago's Minimum Wage Ordinance sets the minimum wage for employees working within the geographical boundaries of the City. The minimum wage will increase every year on July 1st and has been adjusted for inflation since reaching \$15.00 in July 2022.

<div>\$</div> MINIMUM WAGE				
SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)				
July 1, 2025, Effective Date	Standard Employer 4 or more employees	Youth Workers	Tipped Workers	
			Standard Employer	Youth
Min Wage	\$16.60	\$16.50	\$12.62	\$12.54
Overtime Min Wage	\$24.90	\$24.75	\$20.92	\$20.79

All Domestic Workers must receive at least the \$16.60 minimum wage.
If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.

CHICAGO'S TIPPED WAGE CREDIT

Beginning July 1, 2024, Chicago will commence a 5-year phase out of its tipped wage credit. The tipped wage credit is 40% of the full Chicago minimum wage until June 30, 2024. *If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.*

Tipped Wage Credit Phaseout

- July 1, 2024, the tipped wage credit will be reduced to 32% of the Chicago Minimum Wage
- July 1, 2025, the tipped wage credit will be reduced to 24% of the Chicago Minimum Wage
- July 1, 2026, the tipped wage credit will be reduced to 16% of the Chicago Minimum Wage
- July 1, 2027, the tipped wage credit will be reduced to 8% of the Chicago Minimum Wage
- July 1, 2028, no tip wage credit will exist, tipped workers will make the full Chicago Minimum Wage.

<u>WHO IS COVERED?</u> 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.	<u>ANTI RETALIATION</u> 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.	<u>WHAT WE DO</u> <ul style="list-style-type: none"> • Investigation of Complaints • Provide outreach and education to workers • Provide outreach and education to employers • Resources and referrals • All services are free
---	--	---



MINIMUM WAGE

DEFINITIONS

- **COVERED EMPLOYEE**- an Employee, who, in any two-week period, performs at least two (2) hours of work for an Employer while physically present within the geographic boundaries of the City.
- **EMPLOYER**- any individuals who gainfully employ at least one Employee.

CHICAGO MINIMUM WAGE HISTORY

Year	Large Emp.	Small Emp.	Youth	Tipped Large Emp.	Tipped Small Emp.	Tipped Youth
2020	\$14	\$13.50	\$10	\$8.40	\$8.10	\$6
2021	\$15	\$14.00	\$11.00	\$9	\$8.40	\$6.60
2022	\$15.40	\$14.50	\$12.00	\$9.24	\$8.70	\$7.20
2023	\$15.80	\$15.00	\$13.50	\$9.48	\$9.00	\$8.10
Starting on July 1, 2024, there is no longer a differentiation between a Large and Small Employer						
2024	\$16.20	NA	\$15.00	\$11.02	NA	\$10.20

