

CITY FOR



WORKERS



FAIR WORKWEEK

- **Employers must post Work Schedules** with at least 10 days' notice
- **Work Schedule changes occurring less than 10 days before the Work Schedule starts require one hour of additional pay for every impacted shift** (or 50% of pay for hours cancelled with less than 24 hours' notice)
- **Workers may decline shifts** added less than 10 days before a Work Schedule begins
- **For shifts less than 10 hours after the end of the previous days' shift**, workers may decline hours, and must be paid 1.25 times regular pay for any such shift



ANTI-RETALIATION

The **Anti-Retaliation Ordinance** protects employees from retaliation related to COVID-19: for obeying a quarantine or isolation order issued by a doctor, or an order from public authorities having to do with COVID-19, **and for taking care of someone else who has received such an order**



PAID SICK LEAVE

Earning Leave	Using leave	How much leave can be used?
1 hour for every 40 HOURS worked	When the employee or a family member is ill, injured, or a victim of domestic violence or sex offense, or for medical care, among other reasons	Workers may use up to 40 hours of earned paid sick leave per 12-month period, unless the Employer sets a higher limit. If Family Medical Leave Act applies, workers may be able to take 20 additional hours of Paid Sick Leave



MINIMUM WAGE

Effective Date	Large Employers	Small Employers	Youth Workers	Tipped Workers		
	21 or more employees	4 to 20 employees		Large	Small	Youth
July 1, 2020	\$14.00	\$13.50	\$10.00	\$8.40	\$8.10	\$6.00
Overtime Min. Wage	\$21.00	\$20.25	\$15.00	\$15.40	\$14.85	\$9.00

If **wage plus tips** do not equal at least the minimum wage, **the employer must make up the difference**



FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at www.chicago.gov/laborstandards

