

## Which Labor Laws Are Changing on July 1, 2025?

### \$ 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
<b>Min Wage</b>	\$16.60	\$16.50	\$12.62	\$12.54
<b>Overtime Min Wage</b>	\$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.



### FAIR WORKWEEK

**Fair Workweek** compensation ceilings increase on July 1, 2025. Covered Employees who earn equal to or less than **\$62,561.90 (salary) or \$32.60 (hourly)** will be covered by the ordinance.



### PAID LEAVE: PAYOUT

Paid Leave payout upon employment termination increases for Medium Employers (51-100 employees) from 16 hours to full payout (up to 56 hours).



### PAID LEAVE: PRIVATE CAUSE OF ACTION

Covered Employees can file civil cases for paid leave violations after allowing for a 16-day cure period for their employers to correct the issue. Cure period will be in place from July 1, 2025, to June 30, 2026.

### ADDITIONAL RESOURCES AND CONTACT INFORMATION

Additional guidance and resources are available at the below listed website. You can find FAQ (frequently asked question) forms, and applicable Promulgated Rules and Regulations for all Chicago Labor Laws.

Address of OLS	E-mail and Phone Number of OLS	Webinar Recordings
Office of Labor Standards 2350 West Ogden Avenue, 2 <sup>nd</sup> Floor Chicago, Illinois 60608	You can reach the OLS at: <a href="mailto:bacplaborstandards@cityofchicago.org">bacplaborstandards@cityofchicago.org</a> Or 312-744-2211	OLS routinely hosts educational webinars on Chicago's Labor Laws, recordings of the webinars can be viewed at <a href="https://www.youtube.com/ChicagoBACP">YouTube.com/ChicagoBACP</a>

