

May 21, 2020



DEPARTMENT OF BUSINESS AFFAIRS AND CONSUMER PROTECTION
CITY OF CHICAGO

NOTICE
COVID-19 ANTI-RETALIATION ORDINANCE

Be advised that on May 20, 2020, the Chicago City Council passed ordinance SO2020-2343, the COVID-19 Anti-Retaliation Ordinance. This legislation is effective immediately and prevents employers from taking any adverse action against an employee for obeying certain orders related to COVID-19.

Under the Anti-Retaliation Ordinance, an employer shall not terminate, demote or take any other adverse action against an employee for obeying an order issued by the Mayor, the Governor of Illinois, the Chicago Department of Public Health, or, in the case of (2), (3) and (4) below, a treating healthcare provider, requiring the employee to:

- (1) Stay at home to minimize the transmission of COVID-19;
- (2) Remain at home while experiencing COVID-19 symptoms or sick with COVID-19;
- (3) Obey a quarantine order issued to the employee;
- (4) Obey an isolation order issued to the employee; or
- (5) Obey an order issued by the Commissioner of Health regarding the duties of hospitals and other congregate facilities.

Employers are also prevented from terminating, demoting or taking any adverse action against employees that stay home to care for an individual subject to (1), (2) or (3) above.

Failure to follow the Anti-Retaliation Ordinance will constitute retaliation under Chapter 1-24 of the Municipal Code of Chicago ("MCC") and will be enforced by the Office of Labor Standards within the Chicago Department of Business Affairs and Consumer Protection. Per MCC Chapter 1-24, violations of this Ordinance can lead to citations of up to \$1,000 per offense per day. If an employer learns of a violation and cures it within 30 days, the employer may not be held liable.

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