

1. SETS MINIMUM WAGE IN CHICAGO (MCC 6-105): "Standard Employer \$16.20 \$15.00 \$11.02 \$10.20 Overtime Min Wage \$24.30 \$22.50 \$19.12 \$17.70"

2. MINIMUM WAGE (MCC 6-105): "All Domestic Workers must receive at least the \$16.20 minimum wage."

3. TIPPED WORKERS (MCC 6-105): "If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference."

4. FORBIDS THE THEFT OF WAGES AND BENEFITS (MCC 6-100): "Wage Theft means the non-payment of wages, including paid time off or other paid benefits"

5. WAGE THEFT VIOLATIONS AND FINES (MCC 6-100): "Employees can recoup unpaid wages plus damages • Violators may be subject to fines or civil actions"

6. EMPLOYER PAYMENT (MCC 6-100): "Employers must pay Employees on time"

7. HUMAN TRAFFICKING: "If you or someone you know is being forced to engage in any activity or forced to work, cannot leave, is having their wages taken, has had their passport or ID taken away, or is being threatened with deportation if they don't work, Call the National Human Trafficking Hotline 1-888-373-7888 or Text "HELP" to 233733"

8. REQUIRES PAID LEAVE TO BE USED FOR ANY REASON (MCC 6-130): "Employers must provide Employees who work at least 80 hours within any 120-day period the ability to use Paid Leave (PL) for any reason for an Employee's choosing"

9. EARNING LEAVE (MCC 6-130): "PL accrues at a rate of 1 hour of PL for every 35 hours worked (up to 40 hours in a 12-month period)"

10. USING LEAVE (MCC 6-130): "Employees must be allowed to use accrued PL no later than on the 90th day following the commencement of employment"

11. CARRYING OVER (MCC 6-130): "Up to 16 PL hours can be carried over between 12-month periods (if PL is not frontloaded)"

12. REQUIRES PAID LEAVE FOR MEDICAL OR SAFETY REASONS (MCC 6-130): "Employers must provide Employees who work at least 80 hours within any 120-day period the ability to use Paid Sick Leave (PSL) for medical and safety reasons for both the Employees and their family members"

13. EARNING LEAVE (MCC 6-130): "PSL accrues at a rate of 1 hour of PSL for every 35 hours worked (up to 40 hours in a 12-month period)"

14. USING LEAVE (MCC 6-130): "Employees must be allowed to use accrued PSL no later than on the 30th day following the commencement of employment"

15. CARRYING OVER (MCC 6-130): "Up to 80 PSL hours can be carried over between 12-month period"

16. EMPLOYERS MUST PROVIDE PAID TIME OFF POLICIES (MCC 6-130): "Policies Payout of PL upon employment termination • Small Employers (1-50 employees) are exempt • Medium Employers (51-100 employees) must pay out up to 16 hours of PL until 12.31.2024; up to 56 hours after that date • Large Employers (101 + employees) must pay out up to 56 hours"

17. ESTABLISHMENT OF PAID TIME OFF POLICIES (MCC 6-130): "Employer must share Paid Time Off policies with Employees; Paid Leave can be reasonably denied; minimum usage increments cannot exceed 4 hours for PL and 2 hours for PSL"

18. FILE A COMPLAINT: "Call 311, use the CHI 311 app, or file a Complaint Form at [Chicago.gov/LaborStandards](https://chicago.gov/LaborStandards)."

19. NOTICE EFFECTIVE DATE: "Notice effective on July 1, 2024. Last updated May 31, 2024."

20. RETAILATION IS PROHIBITED: "Retaliation is prohibited."