



MINIMUM WAGE

SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)

July 1, 2026 , Effective Date	Standard Employer 4 or more employees	Tipped Workers 4 or more employees
Min Wage	\$17.05	\$12.96
Overtime Min Wage	\$25.58	\$21.49

All Domestic Workers and Youth Workers must receive at least the \$17.05 minimum wage.
If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.



WAGE THEFT

FORBIDS THE THEFT OF WAGES AND BENEFITS (MCC 6-100)

Wage Theft

- **Wage Theft means the non-payment of wages**, including paid time off or other paid benefits
- **Employers must pay Workers on time**

Violations and Fines

- Workers can recoup **unpaid wages plus damages**
- **Violators may be subject to fines or civil actions**



HUMAN TRAFFICKING

WORKERS ARE PROTECTED UNDER CHICAGO AND ILLINOIS LAW

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 to access free help and services.

Available at all times in 160 languages and operated by a nongovernmental organization.



CHILD LABOR TRAFFICKING

Child labor trafficking happens when someone under the age of 18 is **forced, defrauded, or coerced** into working under abusive or exploitative conditions. Reach 24 Hour Hotlines at **Cook County Human Trafficking Hotline 1-877-606-3158; DCFS Child Abuse and Neglect Hotline 1-800-252-2873, National Human Trafficking Hotline 1-888-373-7888 or text HELP to 233733**



GENDER BASED VIOLENCE

HELP IS FREE, CONFIDENTIAL AND AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK.

Gender-based violence includes sexual harassment, sexual assault, domestic violence, sexual exploitation, human trafficking and other forms of interpersonal violence. It can happen to anyone regardless of age, gender, sexual orientation, race, ethnicity, and economic status. Community-based providers can provide referrals to shelter, counseling, legal advocacy, legal services and supervised child visitation centers. Visit www.Chi.gov/dvhelp for more information.

Illinois Domestic Violence Hotline
1-877-863-6338

Chicago Rape Crisis Hotline
1-888-293-2080

Cook County Human Trafficking Hotline
1-877-606-3158



FILE A CHICAGO LABOR LAW COMPLAINT

Call 311, use the CHI 311 app, or find and file a Complaint Form at Chicago.gov/LaborStandards.





CHICAGO OFFICE OF LABOR STANDARDS



PAID LEAVE

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

Earning Leave	Using Leave	Carrying Over
PL accrues at a rate of 1 hour of PL for every 35 hours worked (up to 40 hours in a 12- month period)	Employees must be allowed to use accrued PL no later than on the 90 th day following the commencement of employment	Up to 16 PL hours can be carried over between 12-month periods (if PL is not frontloaded)



PAID SICK AND SAFE LEAVE

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

Earning Leave	Using Leave	Carrying Over
PSL accrues at a rate of 1 hour of PSL for every 35 hours worked (up to 40 hours in a 12- month period)	Employees must be allowed to use accrued PSL no later than on the 30 th day following the commencement of employment	Up to 80 PSL hours can be carried over between 12-month period

PSL can be used for critical safety issues, including domestic violence; sexual assault; and stalking. It also provides coverage when a Covered Employee's child's place of care has an unscheduled closure.



EMPLOYER POLICIES

EMPLOYERS MUST PROVIDE PAID TIME OFF POLICIES (MCC 6-130)

Policies	Payout of PL upon employment termination
<ul style="list-style-type: none"> Establishment of Paid Time Off Policies, 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 	<ul style="list-style-type: none"> Small Employers (1-50 employees) are exempt Employers with 51+ employees must pay out up to 56 hours



ADDITIONAL RESOURCES AND CONTACT INFORMATION

Chicago.gov/LaborStandards

Additional guidance and resources are available at the above listed website. You can find FAQ (frequently asked question) forms, law-specific fact sheets, Employer resources and applicable Promulgated Rules 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 nd Floor Chicago, Illinois 60608	You can reach the OLS at: bacplaborstandards@cityofchicago.org Or 1-312-744-2211	OLS hosts educational webinars on Chicago's Labor Laws, recordings of the webinars can be accessed at YouTube.com/ChicagoBACP



FILE A CHICAGO LABOR LAW COMPLAINT

Call 311, use the CHI 311 app, or find and file a Complaint Form at Chicago.gov/LaborStandards.



This Notice must be displayed in a conspicuous place at the place of employment and provided with each Covered Employee's first paycheck. Retaliation is prohibited.

Notice effective on July 1, 2026. Last updated May 27, 2026.

Scan QR Code to find info for each Labor Law:

