

Legal Alert – Chicago Ordinance Requiring Paid Sick Leave

On June 22nd, 2016 the City of Chicago passed a law that requires employers to give employees paid sick days. This requirement applies to all employers with four or more employees. In addition, this requirement applies to all domestic workers regardless of the number of employees.

For Employees

An employee begins to accrue paid sick days after working eighty hours over one hundred and twenty days of employment. After this qualifying period, employees earn one hour of paid sick leave for every forty hours they work. In a twelve-month period an employee can earn up to five paid sick days.

For Employers

The ordinance will affect budgets and employment policies. Budgets will need to be adjusted to incorporate the addition of five days or forty hours, if employers were not already offering five or more days to their employees. This represents a two percent increase in hourly wages based on the typical numbers of working days in a year. In addition, policies around employee benefits may need to be revised to reflect the changes to paid sick leave.

For example, a job training organization that employs a part time writing instructor for twenty hours a week, would be required to grant the writing instructor one hour of paid sick leave every other week after the writing coach has been employed for four months, or has worked for 120 hours. If at any point the writing instructor's hours were increased to full-time, or forty hours a week, the writing instructor would receive one hour of paid sick leave per week work until he/she accumulated forty total hours of paid sick leave for the year.

Further Assistance

These changes take effect beginning in July of 2017. If your small business or non-profit needs legal assistance in revising employment policies to be consistent with these changes please contact Jody Adler at jadler@clccrul.org, Angie Hall at ahall@clccrul.org, or Erica Spangler Raz at espanglerraz@clccrul.org.