

COVID-19 Leave Benefits in Illinois*

YOUR RIGHTS ON THE JOB.

FOR MYSELF

I think I have COVID-19 and I need to get tested.



I have a mild case of COVID-19.



I'm really sick with COVID-19.



I have no symptoms, but tested positive for COVID-19.



I am quarantined by a public health official, but my work is still open & I can't telework.



I am self-quarantined because I am immune-compromised and was advised to stay home. I can't telework.



My work is closed because of an emergency order by the government.



My work closed or my hours were cut because our work slowed down.



I do not want to go to work because I'm afraid of getting the virus.



I'm a health care worker/first responder. I am quarantined.



I may have been exposed at work & I think I should quarantine.



My work has stayed open even though public health officials urged them to close.



TO CARE FOR MY FAMILY†

My family member is sick & I need to care for them.



I don't have childcare because school/childcare closed due to COVID-19.



PAID SICK TIME

Chicago/
Cook
County Law^o

For employees of
businesses of all
sizes.

UNPAID LEAVE

Family
Medical
Leave Act

For businesses of
50+ employees.
Some restrictions

YOUR ACTION NEEDED

Congress let emergency paid sick days and paid family leave protections expire on December 31, 2020, just as COVID-19 cases were spiking! These protections helped workers afford to take the time they need to address their own COVID-19 illness, to care for a family member with the illness, or to stay home with their children when schools and child care were closed. **TAKE ACTION and let your members of Congress know we need to extend and expand COVID paid leave to ensure our communities are safe!**

Workers across Illinois also still lack permanent paid sick time, which we know prevents the spread of infections—like COVID, the flu, the common cold, and more. **Sign our petition and help us make sure no worker has to go to work sick in Illinois!**

You can take these two actions (and more!) at

womenemployed.org/act

A "?" means that more information is needed to determine eligibility. Contact the resources listed on the second page for more information.

*These benefits apply only to workers who are still employed. For information for those who are unemployed, see the second page of this document.

^oFor the most current and accurate information regarding suburbs with paid sick days, contact your local government office. As of the creation of this flyer, the following Cook County suburbs have confirmed paid sick days: Barrington Hills, Berwyn, Cicero, Countryside, Deerfield, Dolton, Evanston, Glencoe, Glenview, Kenilworth, Lincolnwood, McCook, Northbrook, Oak Brook, Oak Park, Phoenix, Skokie, University Park, Western Springs, Wilmette, Winnetka

Additional Information and Resources

Chicago & Cook County Paid Sick Time

In Chicago and some Cook County municipalities, workers can earn up to 40 hours of paid sick time each year. Sick time can be used due to an order of isolation or quarantine by a public official or health worker (when telework is impossible); the employee's own illness, including COVID-19; caring for an ill family member; or the closure of a child's school or child care. Wages are paid directly from an employer to their employee.

For information about the Chicago Paid Sick Leave Ordinance and to file a complaint through the Office of Labor Standards, visit chicago.gov/city/en/depts/bacp/supp_info/officeoflaborstandards.html.

For information about the Cook County Earned Sick Leave Ordinance and to file a complaint through the Cook County Commission on Human Rights, visit cookcountyil.gov/service/earned-sick-leave-ordinance-0.

Family and Medical Leave Act (FMLA)

The Family and Medical Leave Act allows employees of businesses of 50 or more employees to take up to 12 weeks of job-protected, unpaid leave to care for their own medical illness; the illness of a parent, child, or spouse; or for the birth or new adoption of a child.

For information on eligibility and enforcement, visit the website of the United States Department of Labor's Wage and Hour Division at dol.gov/agencies/whd.

Chicago Anti-Retaliation Ordinance

In Chicago, employers are prohibited from retaliating against employees for obeying an order or caring for someone who is obeying an order from the Mayor, Governor, Chicago Department of Public Health, or healthcare provider having to do with COVID-19.

More information about the Anti-Retaliation Ordinance is available through the Chicago Office of Labor Standards at chicago.gov/city/en/depts/bacp/supp_info/antiretaliationordinance.html.

†Caring for Relatives

In Illinois, if an employer already offers paid sick time, employees must be able to use at least a portion of that sick time to care for their child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

For additional details about the Illinois law, visit the Illinois Department of Labor website at www2.illinois.gov/idol/FAQs/Pages/Employee-Sick-Leave-Act-FAQs.aspx.

Under the Chicago and Cook County paid sick time law, family includes those related by blood or marriage as well as anyone whose close association with the you is the equivalent of a family relationship.

Unemployment Insurance

If you have lost your job, you may qualify for unemployment insurance. To be eligible, you must have a valid Social Security Number. More information is available through the Illinois Department of Employment Security at www2.illinois.gov/ides/individuals/UnemploymentInsurance/Pages/default.aspx.

More Resources

Workers can find additional resources, including options for issues not covered in this document, through worker centers like Arise Chicago at arisechicago.org.

Current as of August 6, 2020

Based on a resource from Washington State and supported by Family Values at Work.

