

CHICAGO PAID LEAVE ORDINANCE

Paid leave is a win-win for workers and their employers. It gives employees time off to enjoy with their families or to use when they or a family member are sick, which is critical as families struggle to make ends meet in a challenging economy.¹ Businesses benefit from paid leave because the policy encourages workers to stay home when they are sick—preventing their colleagues from getting sick and missing work. Additionally, workers who are able to accrue paid leave time are more likely to stay in their jobs and take time off when they need to which saves employers money in turnover costs.²

Chicago's current paid sick leave ordinance guarantees nearly all workers up to five paid sick days each year. A recent change in state law, taking effect on January 1, 2024, will offer workers across Illinois a minimum of five paid time off days that can be used for any reason, not just when someone is sick. **Chicago has always been a national leader in workers' rights and this ordinance will continue that leadership by expanding paid leave.** It will expand the number of days a worker can take off to spend time with their families, care for themselves or a loved one when they are ill or for any other reason, no questions asked. The paid leave ordinance gives workers more options for saving or using time to accommodate their needs, and an opportunity to be compensated for unused time when they leave a job.

The Chicago Paid Leave Ordinance:

- **Gives workers one hour of paid time off for every 15 hours worked.** For a full-time employee, that will come out to approximately **15 paid days off per year.**
- Allows **unlimited number of paid time off days to be carried over** from one year to the next.
- Requires workers to be **paid for unused paid time off when they leave their employment.**
- Allows workers to **take paid time off without having to provide a reason** and without cumbersome documentation and verification procedures for workers or employers.
- **Covers nearly all employees,** not just those who work for medium-sized or larger employers.
- **Covers domestic workers,** whether they are employees or independent contractors.
- **Preserves employee-friendly protections** in current law for employees whose employers maintain paid sick leave.
- Imposes **financial penalties for employers who do not comply** with the law.
- Mandates that the City of Chicago Office of Labor Standards work with stakeholders on a report providing options on how the City can develop a **portable paid time off system for domestic workers.**

¹ <https://www.abetterbalance.org/resources/paid-sick-days-protect-the-economic-security-of-working-families/>

² <https://www.abetterbalance.org/resources/sickleavebusinesscase/>

Sponsored by: Alderperson Michael D. Rodriguez, 22nd Ward

