

## PAID LEAVE AND PAID SICK LEAVE

### JURISDICTION COMPARISON CHART

	<b>City of Chicago</b> <i>Paid Leave and Paid Sick and Safe Leave Ordinance</i>	<b>Cook County</b> <i>Paid Leave Ordinance</i>	<b>State of Illinois</b> <i>Paid Leave for All Workers Act (PLAWA)</i>
<b>Effective Date</b>	12/31/23*Implementation date of 07/01/24	12/31/23*Enforcement begins 02/01/24	01/01/24
<b>Where does it apply?</b>	The geographical boundaries of the City of Chicago	All municipalities within Cook County, except Chicago, or municipalities that have opted into IL PLAWA or have an equivalent ordinance.	Entire State of Illinois.  Some jurisdictions (i.e., Cook County, City of Chicago) may have their own laws.
<b>Who is covered?</b> <b>*Some exceptions apply in all three laws</b>	Most employees who perform their work duties in Chicago and works at least 80 hours within any 120-day period (this includes domestic workers, full-time & part-time workers, and remote workers working in Chicago).	Employees who work for an employer in Cook County; and/or the employer has a place of business in Cook County (this includes Domestic Workers).	Individuals who perform work in Illinois for an employer that does business in Illinois.
<b>For what reason can I use leave?</b>	<p><b>Paid Leave</b>-for any reason (including vacation, illness, and emergencies)</p> <p><b>Paid Sick Leave</b>-for illness, injury, family illness, victim of domestic violence, victim of sex offense or trafficking, business closed for public health emergency, family care, etc.</p>	For any reason (including vacation, illness, and emergencies).	For any reason (including vacation, illness, and emergencies).

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# CHICAGO OFFICE OF LABOR STANDARDS

	City of Chicago	Cook County	State of Illinois
<b>When can I start using my leave?</b>	<p><b>Paid Leave</b>-07/01/24 or 90 days after starting employment, whichever date is later.</p> <p><b>Paid Sick Leave</b>-07/01/24 or 30 days after starting employment, whichever date is later.</p>	12/31/23 or 90 days after starting employment, whichever date is later.	01/01/24 or 90 days after starting employment, whichever date is later.
<b>How do I earn leave?</b> <b>*NOTE: Employers may front-load leave at the beginning of the year rather than use accrual</b>	<b>Paid Leave AND Paid Sick Leave</b> 1 hour for every 35 hours worked. You can earn up to 40 hours/5 days of each type of leave.	1 hour of Paid Leave for every 40 hours worked.	1 hour of Paid Leave for every 40 hours worked.
<b>Is there a minimum number of Paid Leave hours that I must use at a time?</b>	<p><b>Paid Leave</b>-employers may set up a minimum increment of use of no more than 4 hours.</p> <p><b>Sick Leave</b>-employers may set up a minimum increment of use of no more than 2 hours.</p>	Employers may set up a minimum increment of use of no more than 2 hours.	Employers may set up a minimum increment of use of no more than 2 hours.
<b>Can I carryover unused time?</b>	<p><b>Paid Leave</b>-Yes, may carry over up to 16 hours of unused Paid Leave (except where frontloaded/provided on a pro rata basis).</p> <p><b>Paid Sick Leave</b>-Yes, may carry over up to 80 hours of unused Paid Sick Leave.</p>	Yes. Employees may carry over up to 40 hours of unused Paid leave (except where front-loaded/provide d on a pro rata basis).	<p>Yes. Any unused Paid Leave can be carried over (except where front-loaded/provided on a pro rata basis).</p> <p>Employers are not required to allow use of more than 40 hours of Paid Leave in a 12-month period.</p>
<b>Do I have the Individual option to seek Private Right of Action?</b>	Yes. Effective 12/31/23 for Paid Sick Leave, and 07/01/25 for Paid Leave	Yes.	No.
<b>Who enforces the law?</b>	Chicago Office of Labor Standards	Cook County Commission on Human Rights	Illinois Department of Labor
<b>Complaint filing period.</b> <b>*NOTE: If multiple or continuing violations, within 3 years of the date of the last occurrence.</b>	Within 3 years of the alleged violation.	Within 3 years of the alleged violation.	Within 3 years of the alleged violation.

