

This toolkit contains suggested language and visual assets for Chicago's labor laws. Feel free to use your own style and tone, but the language below is preferred.

### **BACKGROUND**

The Chicago Department of Business Affairs and Consumer Protection (BACP) ensures a fair and vibrant marketplace for businesses, workers and consumers in the City of Chicago.

The City of Chicago has been a leader in worker protections.

The Chicago Department of Business Affairs and Consumer Protection Office of Labor Standards (OLS) oversees Chicago's landmark labor laws through engagement and enforcement. OLS processes complaints, conducts investigations, mediates disputes, directs settlement proceedings, issues violations and if necessary, seeks licensure discipline against employers.

### **WEBSITE**

[Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)

### **VISUALS**

[[Download graphics here.](#)]

Graphics include:

- General OLS update image
- Minimum Wage image
- Paid Leave image
- Paid Sick and Safe Leave image
- Fair Workweek image
- "File a Complaint" image

### **SOCIAL MEDIA POST SAMPLES**

- General:
  - Mayor Brandon Johnson and BACP announced the scheduled annual increase in Chicago's minimum wage, implementation of the Paid Leave and Paid Sick Leave Ordinance, and a scheduled enhancement of the Fair Workweek Ordinance.  
Full details: [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)
- Minimum Wage:
  - Beginning July 1, 2024:
    - ✓Chicago's Minimum Wage (MW) will be \$16.20
    - ✓The MW for subsidized youth employment programs, and subsidized transitional employment programs, will be \$15.00
    - ✓The MW will no longer be tiered for large and small businesses

More: [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)

### **SOCIAL MEDIA POST SAMPLES CONTINUED**

- Paid Leave and Paid Sick Leave
  - Beginning July 1, 2024, the Chicago Paid Leave and Paid Sick and Safe Leave Ordinance guarantees up to 5 days of paid leave and 5 days of paid sick leave for all of Chicago's workers (employees who work at least 80 hours within any 120-day period). More: [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)
- FWW:
  - The Fair Workweek Ordinance requires certain employers to provide workers with predictable work schedules and compensation for changes. Beginning July 1, 2024, the Fair Workweek Ordinance will include updated compensation metrics. More: [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)
- File Complaint:
  - The OLS is dedicated to promoting and enforcing Chicago's labor laws. To file a labor standards complaint, workers can use the CHI 311 system (call 3-1-1, use the CHI311 mobile app, or visit [311.chicago.gov](https://311.chicago.gov)) or complete the Complaint Form found at [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards)

### **NEWSLETTER BLURB**

The Chicago Department of Business Affairs and Consumer Protection (BACP) Office of Labor Standards (OLS) oversees Chicago's landmark labor laws. On July 1, 2024, the following ordinances and updates will go into effect:

- The Chicago Paid Leave and Paid Sick and Safe Leave Ordinance guarantees up to five days paid time off and five days paid sick leave for all of Chicago's workers (employees who work at least 80 hours within any 120-day period).
- A 5-year phase out the subminimum wage for tipped workers commences; the tipped-wage credit will decrease by 8% every July 1 through July 1, 2028. As a reminder if an employees' tips combined with their base pay at the subminimum hourly rate do not add up to the standard minimum wage, employers are required to make up the difference.
- The annual Chicago minimum wage increases annually based on the previous year's Consumer Price Index; BACP expects the new rate to be published on or before June 1, 2024. Beginning July 1, 2024, there will be no minimum wage distinction between small and large employers.

To view informational flyers, FAQs, and recorded webinars, visit [Chicago.gov/LaborStandards](https://Chicago.gov/LaborStandards).