



CITY OF CHICAGO • OFFICE OF THE MAYOR



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CONTACT:

Mayor's Press Office

312.744.3334

press@cityofchicago.org

**CHICAGO CITY COUNCIL PASSES PAID TIME OFF TRAILER ORDINANCE TO
PROVIDE ADDITIONAL IMPLEMENTATION TIME, FLEXIBILITY FOR
EMPLOYERS**

*The amended ordinance provides a technical amendment that improves
implementation and enforcement.*

CHICAGO – Today, the Chicago City Council passed a trailer ordinance amending the Chicago Paid Time Off ordinance to provide additional implementation time and flexibility for employers.

“I am proud to have worked with employers and workers’ rights organizations to craft a compromise deal that delivers the most progressive paid leave policy in the nation, and today’s trailer ordinance will ensure that employers have sufficient time to understand and comply with the law,” **said Mayor Brandon Johnson**. “Workers should have the basic dignity of time off to care for themselves and their families. This law will strengthen our workforce, our businesses, and our entire economy while providing the flexibility our employers need to implement by a change of this magnitude. I applaud the City Council for continuing to engage on this issue to address these outstanding concerns.”

“I appreciate the hard work Mayor Johnson, Ald. Rodriguez, and advocates have done in crafting the Paid Time Off Ordinance,” **said Ald. Jason Ervin (28th Ward)**. “There’s always room for improvement so I’m glad to have had the opportunity to collaborate on today’s trailer ordinance. I look forward to continuing to work on this initiative so that our business community – especially small businesses – can succeed and strengthen our economy.”

“I am thrilled to have worked with Chairman Ervin to pass a technical amendment to the Chicago Paid Time Off ordinance that ensures a smooth rollout and enforcement,” **said Ald. Mike Rodriguez (22nd Ward), Chair of the City Council Committee Workforce Development**. “I am honored to have been an advocate for the most progressive time off legislation in the country.”



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The trailer ordinance passed today includes the following changes to the Chicago Paid Time Off Ordinance passed by the City Council in November:

- The implementation date for the sick leave and paid time off provisions will be adjusted to July 1, 2024, giving employers an additional six months to understand, prepare for, and implement the new law. Accordingly, the previously agreed upon one-year delay for an employee's private right of action for paid time off provisions will be adjusted to take effect on July 1, 2025.
- For one year beginning on July 1, 2025, a cure period of 16 days or one pay period (whichever is shorter) will be required prior to initiating a private right of action for any potential violation of paid leave provisions.
- The definition of a "covered employee" will be adjusted to include those that work 80 hours in a 120 day period to address the concern about the ordinance inadvertently including convention visitors to Chicago.

The Chicago Paid Time Off Ordinance, passed originally on November 9, guarantees up to five days of paid time off and five days of sick time for all of Chicago's workers. The Chicago Paid Time Off Ordinance is the most progressive paid time off legislation at the municipal level in the United States.

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