

New Cook County Business Ordinances Scheduled to Take Effect on July 1, 2017

Paid Sick Leave Requirement

Employers operating in Cook County, Illinois, should be aware that beginning July 1, 2017, they will be required to provide their employees with paid sick leave. The new ordinance, [which can be found here](#), covers all employers operating within the limits of Cook County. A significant number of municipalities within Cook County have chosen to opt out of this ordinance. A running list of these municipalities can be found on our website, [HERE](#).

Under the terms of the ordinance, employers are required to provide one hour of paid sick leave per 40-hour work week, or however many hours a given employee's average work week entails for each employee who works at least 80 hours in any 120-day period. The maximum amount of paid sick leave that an employee can accrue in a 12-month period is 40 hours.

For example, an employee who works an average of 40 hours per week and an employee who works an average of 25 hours per week would both earn one hour of sick leave at the end of their work week provided they worked at least 80 hours in a 120-day period.

The ordinance also requires that employers provide notice to their employees advising them of their right to earn sick leave under the ordinance. The notice is to be posted in a clearly visible location at each facility of an employer. Written notice must also be provided to each employee.

Any violation of the ordinance can result in a civil lawsuit for damages equal to three times the amount of any paid sick leave denied or lost as a result of the violation. A successful employee may also recover interest, costs, and attorney's fees.

If you have any questions about how the new ordinance affects your business, please contact Kerry E. Saltzman or Aaron W. Chaet at Williams, Bax, & Saltzman.

Minimum Wage Increase

Employers operating in Cook County, Illinois, should be aware that beginning July 1, 2017, they will be required to provide their employees with an increased minimum wage. The new ordinance, [which can be found here](#), covers all employers operating within the limits of Cook County. A significant number of municipalities within Cook County have chosen to opt out of this ordinance. A running list of these municipalities can be found on our website, [HERE](#).

1. Beginning on the 1st of July, 2017, the Minimum Wage for employees in Cook County will be set at \$10.00 per hour.
2. Beginning on the 1st of July, 2018, the Minimum Wage for employees in Cook County will be set at \$11.00 per hour.
3. Beginning on the 1st of July, 2019, the Minimum Wage for employees in Cook County will be set at \$12.00 per hour.
4. Beginning on the 1st of July, 2020, the Minimum Wage for employees in Cook County will be set at \$13.00 per hour.

Employers must post notice of the current minimum wage and each covered employee's rights under the ordinance in a clearly visible location at each of their facilities as well as provide written notice of these rights to each covered employee with their first paycheck subject to this ordinance.

If you have any questions about how the new ordinance affects your business, please contact Kerry E. Saltzman or Aaron W. Chaet at Williams, Bax, & Saltzman.