

ILLINOIS

Chicago Paid Sick Leave Expanded

The Chicago City Council has [amended](#) the city's paid sick leave ordinance to allow additional reasons for leave, effective **Aug. 1, 2021**. The changes also add penalties for noncompliance and expand the law's notice requirement.

Reasons for Leave

Under the amended ordinance, covered employees may take paid sick leave for:

- Their own or their family member's illness or injury;
- Their own professional care, including preventive care; diagnosis; treatment for medical, mental or behavioral issues, including substance use disorders; or to care for a family member receiving professional care;
- A family member's order to quarantine;
- Their own or a family member's victimization by domestic violence, a sex offense or trafficking, as defined by state law;
- The closure of their place of business by order of a public official due to a public health emergency, or their need to care for a family member whose school, class or place of care has been closed; or
- Obedience to an order issued by the mayor, the governor, the city's health department or a treating health care provider requiring them to:
 - Stay at home to minimize the transmission of a communicable disease;
 - Remain at home while experiencing symptoms or illness with a communicable disease;
 - Obey a quarantine order; or
 - Obey an isolation order.

Penalties

An employer's failure to provide paid sick leave is now, under the changes, wage theft subject to administrative enforcement or civil action. In addition, this employee right to redress must be included in the required workplace notice on paid sick leave and minimum wages.

Highlights

Increased Reasons for Leave

Amendments to Chicago's paid sick leave ordinance expand the reasons employees are permitted leave.

Wage Theft

Employers that do not provide paid sick leave are subject to penalties and civil suit for wage theft.

Employer Notice Obligation

Employers' required posting must now advise employees of their new rights under the ordinance.

New reasons for leave include receiving professional care and following orders that minimize the spread of disease.

Provided to you by [Connor & Gallagher OneSource](#)