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REMINDER: CITY OF CHICAGO PAID LEAVE ORDINANCE IS EFFECTIVE JULY 1, 2024

We want to remind our Chicago clients that the City of Chicago ordinance mandating paid leave becomes effective July 1, 2024. Unlike the State Paid Leave for All Workers Act (820 ILCS 192), the City ordinance clearly requires Chicago employers to establish and administer separate Paid Leave and Paid Sick Leave benefits. The ordinance sets minimum requirements for these benefits and imposes significant recordkeeping requirements on employers. This means that if you have not already reviewed your existing paid leave policies or provisions in collective bargaining agreements, you should take the time to review them now, and consult with one of our attorneys to ensure that your policies comply with this ordinance and the underlying regulations.

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