



DEPARTMENT OF BUSINESS AFFAIRS AND CONSUMER PROTECTION
CITY OF CHICAGO

June 7, 2018

Dear employer/business operator,

Pursuant to the Chicago Minimum Wage and Paid Sick Leave Ordinance, MCC Chapter 1-24, beginning on July 1, 2018 the minimum hourly wage for Covered Employees will increase from \$11.00 to **\$12.00** per hour.

The hourly wage for Covered Employees engaged in occupations receiving gratuities will increase from \$6.10 to **\$6.25** per hour. Under both Illinois law and the Chicago ordinance, if an employee's wages plus tips do not equal at least the number of hours worked times the applicable minimum wage, his or her employer must make up the difference.

An employer is subject to the Chicago Minimum Wage and Paid Sick Leave Ordinance if it maintains a business facility in Chicago and / or is subject to one or more of the City's licensing requirements.

Any employee qualifies for the City minimum wage if he or she (1) works for such an employer (2) while physically present in Chicago (3) for at least two hours within any two-week period.

The ordinance covers all qualifying employees, including domestic workers, day laborers, and home health care workers.

The following workers are NOT covered by the ordinance:

- Persons under 18 years of age. State law allows employers to pay such employees an hourly wage 50 cents below the state minimum;
- Adults during the first 90 days of employment. State law allows employers to pay such employees an hourly wage 50 cents below the state minimum;
- Disabled employees for whom employers have set a state-approved lower wage rate;
- Trainees taking part in a program for no longer than six months, with state approval. State law allows employers to pay trainees an hourly wage no less than 70% of the state minimum.
- Employees working at a business with three or fewer employees, not counting the employer's parents, spouse or children. This exception does not apply to domestic workers or day laborers.

To ensure employers and business operators are aware of the minimum wage requirements and to answer any questions, the Department of Business Affairs and Consumer Protection will **hold a panel discussion on Friday, July 13, 2018 from 9:30 am to 11:00 am at City Hall, 121 N. LaSalle Street, Room 805**. For more information on the City's minimum wage, visit us at www.Cityofchicago.org/city/en/depts/bacp/supp_info/minimumwage.html.

Sincerely,



Rosa Escareno
Commissioner