

Cook County Ordinances on Minimum Wage and Mandatory Paid Sick Leave
(January 23, 2018)

	<u>Minimum Wage</u>	<u>Mandatory Paid Sick Leave</u>
Definition of Employer	Any entity with any place of business in Cook County, or licensed by Cook County, with at least 4 employees one of which is a “Covered Employee” or just 1 “Domestic Worker” [*] [*] Based on Cook County’s Administrative Rules	Any entity with any place of business in Cook County with 1 or more “Covered Employees”
Definition of Covered Employee	Works 2 hours in any 2 week period	Works 2 hours in any 2 week period
Jurisdiction	Employees who perform work in covered portions of Cook County, regardless of the location of their business office, may be entitled to the County Minimum Wage only for that work	Employees who perform work in covered portions of Cook County, regardless of the location of their business office, may be entitled to the County Sick Leave.
Applies to persons under 18	No	Yes
Applies to seasonal/temporary employees	No, for up to the first 90 days of employment	No, as a practical matter, if the employer restricts accrual of sick leave benefit time for the first 180 days of employment. After the first 180 days, the employee is eligible for sick leave benefits
Applies to Independent Contractors	No [*] [*] Per the County’s administrative rules whether someone is an employee or independent contractor depends on the application of a multi-factor, fact intensive legal test.	No [*] [*] Per the County’s administrative rules whether someone is an employee or independent contractor depends on the application of a multi-factor, fact intensive legal test.
Gov’t Exemptions	All Units of Government other than Cook County	All Units of Government including Cook County

The interpretation and enforcement of the Cook County Ordinances is provided by the Cook County Commission on Human Rights which may provide differing opinions than what is contained within the Village of Wilmette materials. To date, there are no court rulings on any of provisions of the Cook County Ordinances, which may further provide interpretation of the Cook County Ordinances.

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Other Exemptions	Employees of religious organizations, certain persons with disabilities for which the employer has received authorization from the State of Illinois, individuals in a Subsidized Transitional Program, individuals in a Subsidized Temporary Youth Employment Program	None
Collective Bargaining Agreements	Does not apply to employees covered under Collective Bargaining Agreements (“CBA”) entered into or on before July 1, 2017 and for those CBAs that have waived the ordinance requirements.	Does not apply to employees covered under Collective Bargaining Agreements (“CBA”) entered into or on before July 1, 2017 and for those CBAs that have waived the ordinance requirements.
Current Illinois Law	Non – Tipped Employees: \$8.25/hr. Tipped Employees: Employer must pay a base wage of \$4.95/hr. and make up any shortfall in tips that would result in the employee making less than \$8.25/hr.	No paid sick leave benefits
Benefits provided by Cook County Ordinances	Non – Tipped Employees: July 1, 2017 \$10.00/hr. July 1, 2018 \$11.00/hr. July 1, 2019 \$12.00/hr. July 1, 2020 \$13.00/hr. July 1, 2021 and future: \$13/hr., annual CPI adjustment	Accrual Rate – 1 hour sick leave per 40 hours of work Max. Yearly Accrual – 40 hours per 12 month period Max. Carryover – 20 hours to next 12 month period Total Max. Accrual – 60 hours
Benefits for Tipped Employees	Same as current law, adjusted annually for inflation beginning July 1, 2018	Same as all other covered employees