

**SUBSTITUTE**  
**ORDINANCE**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

**SECTION 1.** Section 2-25-200 of the Municipal Code of Chicago is hereby amended by adding the language underscored, as follows:

**2-25-200 Office of Labor Standards.**

*(Omitted text is unaffected by this ordinance)*

(c) *Director – Duties pertaining to Article II of Title 6.* In connection with subsection (b)(6) of this section, the Director, consistent with the requirements of due process of law and in accordance with rules duly promulgated by the Commissioner, is authorized to: (i) receive complaints, which shall be filed by a worker or other person on behalf of a worker, of alleged violations, or initiate investigation to ascertain compliance with Article II of Title 6; (ii) mediate disputes in connection with such complaints, if appropriate; (iii) investigate such complaints, as appropriate, and make findings of fact in connection with such investigations; (iv) issue notices of violation, as appropriate, if, following an investigation, the Director determines that there is reasonable cause to believe that a violation has occurred; (v) provide for a hearing following the issuance of any such notice of violation; (vi) conduct hearings; (vii) administer oaths, take testimony, issue subpoenas, and receive evidence in connection with such investigations or hearings; and (viii) otherwise enforce Article II of Title 6. Any investigation conducted pursuant to this section shall be conducted in a fair and impartial manner. The name and other identifying information of the worker or person reporting a violation of Article II of Title 6 shall be kept confidential to the extent permitted by law unless such worker or person authorizes the Director in writing to disclose this information as the Director deems necessary or appropriate to enforce this section. The Director may investigate complaints in cases where the complainant is unknown or anonymous.

*(Omitted text is unaffected by this ordinance)*

**SECTION 2.** Section 6-100-040 of the Municipal Code of Chicago is hereby amended by adding the language underscored, and by deleting the language struck through, as follows:

**6-100-040 Notice and posting inspections.**

(a) The Commissioner has the duty and authority to enforce the notice and posting requirements imposed by Sections 6-10-040(b) and (d), ~~6-105-070, 6-110-090, and 6-130-050~~ Article II of Title 6.

(b) If an employer has employment policies, and if the employer has workers whose regular work duties take place within the geographical boundaries of Chicago, then the employer shall provide those workers with its employment policies. Employers shall provide workers with a 14-day notice of changes to employment policies. An employer shall provide its employment policy to its workers in the primary language of each of its workers.



salesman; (B) as a member of a religious corporation or organization; (C) at, and employed by, an accredited Illinois college or university at which the individual is a student who is covered under the Fair Labor Standards Act, as amended; (D) for a motor carrier and with respect to whom the U.S. Secretary of Transportation has the power to establish qualifications and maximum hours of service under the provisions of Title 49 U.S.C. or the State of Illinois under Section 18b-105 (Title 92 of the Illinois Administrative Code, Part 395 - Hours of Service of Drivers) of the Illinois Vehicle Code.

Except as provided in (d)(i) and (d)(ii), "Covered Employee" does not include any individual permitted to work for an Employer who has fewer than four Employees. Provided, however, that until July 1, 2024, for purposes of Section 6-105-045, any individual permitted to work by an Employer, regardless of the number of persons the Employer employs, shall be a Covered Employee.

*(Omitted text is unaffected by this ordinance)*

**SECTION 5.** Section 6-105-110 of the Municipal Code of Chicago is hereby amended by adding the language underscored and by deleting the language struck through, as follows:

**6-105-110 Private cause of action.**

If any Covered Employee is paid by the Covered Employee's Employer less than the Wage to which the Covered Employee is entitled under this chapter, the Covered Employee may recover in a civil action three times the amount of any such underpayment, together with costs and such reasonable attorney's fees as the court allows. An agreement by the Covered Employee to work for less than the Wage required under this chapter is no defense to such action. If an Employer violates any of the Paid Sick Leave provisions in this chapter in effect before ~~December 31, 2023~~ July 1, 2024, the affected Covered Employee may recover in a civil action damages equal to three times the full amount of any unpaid sick time denied or lost by reason of the violation, and the interest on that amount calculated at the prevailing rate; together with costs and such reasonable attorney's fees as the court allows. However, on and after ~~December 31, 2023~~ July 1, 2024, an Employee's right to a private cause of action shall be subject to Section 6-130-100.

**SECTION 6.** Section 6-130-010 of the Municipal Code of Chicago is hereby amended by adding the language underscored, and by deleting the language struck through, as follows:

**6-130-010 Definitions.**

For purposes of this chapter, the following definitions apply:

*(Omitted text is unaffected by this ordinance)*

"Covered Employee" means an Employee who, ~~in any particular two-week period, performs at least two hours of work~~ works at least 80 hours for an Employer within any 120-day period while physically present within the geographic boundaries of the City. Once the threshold is reached, the Employee will remain a Covered Employee for the remainder of the time that the Employee works for the Employer. For purposes of this definition, time spent traveling in the City that is compensated time, including, but not limited to, deliveries, sales calls,









meaningfully use their Paid Leave benefits under Chapter 6-130. The Office of Labor Standards shall present to a joint Committee of the Committee on Workforce Development and the Committee on Economic, Capital and Technology Development.

**SECTION 16.** Section 12 of the ordinance bearing City Clerk reference number SO2023-0002980, passed by the Chicago City Council on November 9, 2023, is hereby amended by adding the language underscored, and by deleting the language struck through as follows:

**SECTION 12.** This ordinance shall be in full force and effect on December 31, 2023, with the exception of Sections 7, 8, and 9, which shall take effect on July 1, 2024. However, with regards to Chicago Public Schools, the ordinance shall not be implemented until July 1, 2024.

**SECTION 17.** This ordinance shall be in full force and effect on December 31, 2023, with the exception of Sections 6, 7, 8, 9, 10, 11, and 12, which shall take effect July 1, 2024.

**SECTION 18.** The amendment made to Section 6-105-010 in Section 4 of this amendatory ordinance shall be repealed of its own accord and without further action of the City Council on July 1, 2024.