

e-Alert

08.12.21

Chicago Paid Sick Leave Expanded

Background

Effective August 1, 2021, Chicago has made amendments to its paid sick leave [ordinance](#), expanding the covered reasons for taking paid sick leave and creating new wage theft protections.

Summary

The amended law allows employees to take leave for the following reasons:

- The employee is ill or injured or receiving professional care, including preventative care, diagnosis, or treatment for medical or behavioral issues, including substance abuse disorders.
- A member of the employee's family is ill, injured, or ordered to quarantine, or the employee needs to care for a family member receiving professional care, including preventative care, diagnosis, or treatment for medical or behavioral issues, including substance abuse disorders.
- The employee, or a member of the employee's family, is the victim of domestic violence, sexual offense, or trafficking
- The employee's place of business is closed by order of a public official due to a

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public health emergency, or the employee needs to care for a family member whose school, class, or place of care has been closed.

In addition, the amendments create a new basis to take paid leave:

- Obeying an isolation or quarantine order from a government or public health office or medical provider requiring employees to:
 - Remain at home while experiencing symptoms of a communicable disease
 - Remain at home to minimize transmission of a communicable disease

The amendments also penalize employers that fail to provide paid sick leave. Employees are now allowed to bring claims of wage theft against their employers; noncompliance with the law is considered wage theft and is subject to a civil action or administrative enforcement.

Employer Next Steps

- Employers must include the New Employees Right to Redress in their required workplace posting on paid sick leave and minimum wages. If you are an HRK e-update poster client for Illinois, you should have already received the update notification from Poster Elite. If you have a remote workforce, you should email this poster, and then once you are physically back at work, display it in your workplace.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).

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