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CHICAGO - SARASOTA - LOS ANGELES

URGENT UPDATE FOR COOK COUNTY & CHICAGO IL COMPANIES

NEW PAID SICK LEAVE ORDINANCE GOES INTO EFFECT July 1, 2017

Employees would be entitled for up to 40 hours of Paid Sick Leave

On October 5th, 2016 the Cook County Commissioners through its Committee on Human Rights passed an Ordinance (Law) that would mandate Earned Paid Sick days for Employees up to 40 hours per year,

The new regulation (and potential penalties) are imposed on all Employers doing business in the county.

The Cook County ordinance is now set to go into effect on **July 1st, 2017**.

The [City of Chicago](#) has a similar plan also set to go into effect on the same day.

Some of the highlights of the new regulations are:

- Employees accrue 1 hour of earned (Paid) Sick time for every 40 hours worked
- The accrual can go up to 40 hours in a 12 month period of employment
- Carryover provisions are allowed
- Civil Penalties are available as remedies for failure to comply
- Mandatory Posting requirements are included in the new Law

You can Download a copy of the ordinance and the Compliance Poster by clicking [HERE](#)

NOTE : Several Municipalities in the county have OPTED OUT of the ordinance based on conclusions that the regulations would hurt businesses in their communities!

As of now these include: Arlington Heights, Barrington, Bartlett, Bedford Park, Berkeley, Buffalo Grove, Burr Ridge, Elk Grove, Elmwood Park, Evergreen Park, Hanover Park, Harwood Heights, Hickory Hill, Hoffman Estates, Lynwood, Mount Prospect, Niles, Norridge, Northbrook, Oak Forest, Oak Lawn, Palatine, Palos Heights, Palos Park, River Forest, Riverside, Rolling Meadows, Rosemont, Schaumburg, South Barrington, Streamwood, Summit, Tinley Park, Western Springs, and Wheeling.

EMSI will continue to maintain you informed of relevant news and provide Hands On, Proven and customized assistance in matters of Employee and Labor Relations.

[CONTACT US](#) to set up an introductory discussion of your situation and how we can be of help.

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