

Chicago Minimum Wage FAQs

\$ MINIMUM WAGE						
SETS MINIMUM WAGE IN CHICAGO (MCC 6-105)						
July 1, 2023 Effective Date	Large Employers 21 or more employees	Small Employers 4 to 20 employees	Youth Workers	Tipped Workers		
				Large	Small	Youth
Min Wage	\$15.80	\$15.00	\$13.50	\$9.48	\$9.00	\$8.10
Overtime Min Wage	\$23.70	\$22.50	\$20.25	\$17.38	\$16.50	\$14.85

All Domestic Workers must receive at least the \$15.80 minimum wage.

If the tipped wage plus tips does not equal the minimum wage, the Employer must make up the difference.

What is Chicago's Minimum Wage and Paid Sick Leave Ordinance?

Chicago's Minimum Wage and Paid Sick Leave Ordinance guarantees a minimum wage for many Employees that work more than 2 hours in any 2 week period in Chicago for an Employer with four or more workers. Domestic workers are guaranteed Chicago's minimum wage – even those working for Employers with fewer than four workers.

What is the minimum wage in Chicago?

Beginning on July 1, 2023, the minimum wage in Chicago will be:

- **\$15.80 per hour** for Employers who have 21 or more Employees (\$9.48 per hour for tipped Employees like restaurant servers).
- **\$15.00 per hour** for Employers with more than 3 but fewer than 21 Employees, and Employers who have more than 0 but fewer than 21 Employees who are domestic workers (\$9.00 per hour for tipped Employees like restaurant servers).
- **\$13.50 per hour** for subsidized temporary youth employment programs, subsidized transitional employment programs, Employees under 18 years of age, and those subject to Section 6 of the Illinois Minimum Wage Law (\$8.10 per hour for tipped Employees like restaurant servers).

If a tipped Employee does not earn the full minimum wage once they sum their base wage and the tips they receive, then the difference must be made up by the Employer.

The minimum wage in Chicago goes up every July 1 and will be posted on the Office of Labor Standards website.

Where can I find a copy of the Minimum Wage and Paid Sick Leave notice?

The Department of Business Affairs and Consumer Protection provides the Minimum Wage and Paid Sick Leave notice on the website of the Office of Labor Standards at Chicago.gov/LaborStandards.

While the minimum wage does not generally apply to Employers with three Employees or fewer, is this true for Employers of domestic workers?

Employers of domestic workers who have three Employees or less must still receive at least the minimum wage and must pay those domestic workers at least the minimum wage.

If a worker is working in Chicago, does it matter where exactly that work is performed?

No, the work may take place anywhere within the City of Chicago. Domestic workers might provide care to an individual, for instance, at home, in a medical facility, or in public places like parks. The work is still covered by the minimum wage ordinance.

How are overtime minimum wages calculated?

The overtime minimum wage for non-tipped Employees is calculated at 1.5 times the minimum wage. The overtime wage for tipped Employees is calculated at 1.5 times the tipped minimum wage, minus no more than the current maximum tip allowance. The maximum tip allowance is calculated by subtracting the tipped minimum wage from the regular minimum wage.

Which Employees are eligible for Chicago's Minimum Wage?

Many employees that work at least 2 hours in any 2 week period in Chicago must be paid at least the Chicago minimum wage. Domestic workers are guaranteed Chicago's minimum wage – even those working for Employers with fewer than four workers.

What notices does an Employer need to be provided to Covered Employees?

The Employer must provide the Minimum Wage and Paid Sick Leave notice to all Covered Employees with their first paycheck and in communal areas at a workplace. Notices must be provided in English and any language spoken by Employees that do not speak English proficiently, provided that a notice in that language has been provided by the Department of Business Affairs and Consumer Protection on the Office of Labor Standards website at Chicago.gov/LaborStandards.

Can notices be transmitted electronically?

Yes, the notices mandated to be provided with Covered Employee's paychecks can be transmitted electronically. Likewise, notices can be posted physically in break rooms or other communal areas at a workplace, and may also be displayed electronically on electronic bulletin boards and TV monitors in communal areas. All physical notices must be scaled appropriately (8.5 X 11 inches for notices provided with paychecks, and 11 X 17 inches for workplace postings). While there are no specific size requirements for electronic notices, they should be at least as legible as the physical notice requirements.

I'm an employee and I think I'm not receiving the minimum wage. How can I submit a complaint to the Office of Labor Standards?

You can submit a complaint several ways:

1. Call 311
2. Use the CHI 311 mobile application
3. Download and mail a complaint form to the Office of Labor Standards, Department of Business Affairs and Consumer Protection, 121 North LaSalle Street, City Hall, Room 805, Chicago, IL 60602. The complaint form can be found online at Chicago.gov/LaborStandards.
4. Download and email the complaint to the Office of Labor Standards at baclaborstandards@cityofchicago.org.

Information on the complaint form should detail the basis of your complaint. The Office of Labor Standards will review your complaint and start an investigation.