



Know Your Rights to Paid Time Off in Illinois

No matter where you work in Illinois, you have a right to some form of paid leave as of January 1, 2024ⁱ. The chart below will help you understand exactly what kind of leave you qualify for and how to use it!

Chicago recently passed a historic ordinance that will double the amount of paid time off workers can earn beginning July 1, 2024. At that time, we will release an updated fact sheet.

	If you work in Chicago ⁱⁱ ...	If you work outside of Chicago, but in Cook County ⁱⁱⁱ ...	If you work in Illinois, but outside Chicago and Cook County ^{iv} ...
What's the name of the law?	Chicago Paid Sick Leave Ordinance	Cook County Paid Leave Ordinance	Illinois Paid Leave for All Workers Act ^v
Who is covered?	Most workers, including full-time & part-time workers. You have to work in Chicago for 80 hours in any 120-day period to qualify.	Most workers, including full-time & part-time workers	Most workers, including full-time & part-time workers.
How do I earn the leave?	You get 1 hour of paid leave for every 40 hours you work. You can earn up to 5 days or 40 hours.	You get 1 hour of paid leave for every 40 hours you work.	You get 1 hour of paid leave for every 40 hours you work. You can earn up to 5 days or 40 hours.
For what reasons can I use leave?	When you or a family member is sick, hurt, getting medical care, or a victim of domestic violence or a sexual offense; if schools or daycares are closed due to a public health emergency	For any reason, including vacation, illness, emergency	For any reason, including vacation, illness, emergency
Is there a minimum number of hours I have to use at a time?	Employers may set up a minimum increment of use of no more than 4 hours per day	Employers may set a minimum increment of use of no more than 2 hours per day	Employers may set a minimum increment of use of no more than 2 hours per day
Do I have to wait to use my leave?	You earn leave the day you start your job, but your employer can make you wait 180 days to use it	You earn leave the day you start your job, but your employer can make you wait 90 days to use it	You earn leave the day you start your job, but your employer can make you wait 90 days to use it (or until 3/31/24)



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What kind of notification do I have to provide?	Employers may require up to 7 days' advance notice if you know you need time off & can require a doctor's note after you use 3 straight sick days	Employers may require up to 7 days' advance notice if you know you need time off, but they can't ask you for details about why you need to use it	Employers may require up to 7 days' advance notice if you know you need time off, but they can't ask you for details about why you need to use it
What can I do if I think my rights have been violated?	You can complain to the enforcement agency OR choose to file a private lawsuit	You can complain to the enforcement agency OR choose to file a private lawsuit	You can complain to the enforcement agency
Where can I find more information about the law?	SickTimeChicago.org	SickTimeIL.org	SickTimeIL.org
Who enforces the law?	Chicago Office of Labor Standards	Cook County Commission on Human Rights	Illinois Department of Labor

To learn more, visit sicktimeil.org

ⁱThis information is accurate as of January 1, 2024. NOTE: Chicago recently passed a new ordinance that will go into effect on July 1, 2024. At that time, we will release an updated fact sheet.

ⁱⁱSome people may work in multiple locations and may be subject to one law at one employer and a different law for a second employer.

ⁱⁱⁱSome Cook County suburbs may choose to follow the state law instead of the county law. If they do so, an employee may not have the right to sue their employer.

^{iv}Some towns, cities, counties, or townships may have passed their own paid leave laws, so make sure to confirm the laws where you work.

^vIf your employer already had a paid leave policy (like vacation or paid time off) in place before January 1, 2024, which offered at least 40 hours of paid leave that can be used for any reason, that policy may still apply to you.