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Client Alert: Cook County Ordinance Expands Reach of Paid Sick Leave

On October 5, 2016, the Cook County Board of Commissioners enacted an ordinance that will require employers throughout Cook County, Illinois to provide paid sick leave to employees (the "Cook County Ordinance"). The Cook County Ordinance adopts the same terms as set forth in the Chicago Paid Sick Leave Ordinance, which was passed by the Chicago City Council in June, and goes into effect on the same day: July 1, 2017. Once the ordinances take effect, employees throughout Cook County will accrue 1 hour of paid sick leave for every 40 hours worked. Employees will be able to accrue up to 5 days of paid sick leave per year, unless the employer's policies provide for a greater benefit. Employers throughout Cook County (including in Chicago) should update their sick leave policies prior to July 1, 2017, the effective date of the Cook County and Chicago Paid Sick Leave Ordinances, to ensure compliance with these new requirements.

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RELATED PEOPLE

Alexis M. Dominguez

Sonya Rosenberg

William J. Tarnow II