

CHICAGO LABOR STANDARDS



FAIR WORKWEEK

REQUIRES PREDICTABLE SCHEDULES AND PAYMENT FOR CERTAIN SCHEDULE CHANGES (MCC 1-25)

Employers must provide workers a written estimate of days and hours of work prior to or upon employment

Employers must post Work Schedules with at least 10 days' notice

When Employers make changes to the Work Schedule less than 10 days before the Work Schedule starts	
Subtracts hours	Workers must receive one hour of additional pay for every impacted shift
Adds hours	
Changes shifts with no loss of hours	

When Employers make changes to a shift less than 24 hours before the shift starts	
Subtracts hours	Workers must receive 50% of their pay for the lost hours
Adds hours	Workers must receive one hour of additional pay for every impacted shift
Changes shifts with no loss of hours	

Workers may decline hours that occur less than 10 hours after the end of the previous day's shift.

Workers must be paid 1.25 times base pay for any shift that begins less than 10 hours after the end of the previous day's shift.

WHO IS COVERED BY THE FAIR WORKWEEK ORDINANCE?

Employees who work a majority of time in Chicago, in a covered industry and earn \$50,000 per year (salary) or \$26 per hour (hourly) or less. This includes temp workers on assignment for 420 hours within an 18-month period.

Employers primarily engaged in a covered industry (building services, healthcare, hotel, manufacturing, restaurant, retail, or warehouse services) that employ 100 or more employees (250 for not for profits), at least 50 of whom are covered by the Ordinance. Franchisees with more than 3 locations might be Employers



FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at www.chicago.gov/laborstandards



Unions may waive their members' rights to Fair Workweek as part of a collective bargaining agreement.

This Notice must be displayed in a conspicuous place at the place of employment and provided with each employee's first paycheck in English and the language(s) spoken by employees

Last updated May 18, 2020