



Update On the Cook County and City of Chicago Paid Sick Leave Ordinances

Both Cook County and the City of Chicago have passed ordinances (collectively the “Paid Sick Leave Ordinances”) establishing a right to paid sick leave for certain employees who work within Cook County or the City of Chicago. The Paid Sick Leave Ordinances became effective on July 1, 2017.

[CLICK HERE](#) for our original alert issued on June 8, 2017.

To aid with the interpretation of the Paid Sick Leave Ordinances, both Cook County and the City of Chicago published rules interpreting their respective ordinances. Cook County’s rules were approved and became final on May 25, 2017. The City of Chicago’s draft rules were published on May 22, 2017, but the draft rules had not yet become final as of our original alert. Now that they are finalized, we have prepared an updated chart listing some of the key provisions of the Paid Sick Leave Ordinances and their rules. [CLICK HERE](#) to view the chart.

With respect to the Cook County Paid Sick Leave Ordinance, if a municipality within Cook County has opted out of the Ordinance, a covered employer located within that municipality may not be required to comply with the ordinance. [CLICK HERE](#) to view the list of municipalities that have opted out of

the Cook County ordinance thus far.

In addition, Cook County has published Frequently Asked Questions in an effort to facilitate broad compliance. The Frequently Asked Questions provide helpful information relating to, among other things:

- Enforcement of the Cook County Ordinance;
- Whether an employee can use and carry over available accrued sick leave that exceeds the maximum use per accrual period;
- The use waiting period for existing employees; and
- Alternatives to frontloading the accrual and carryover of paid sick leave.

[CLICK HERE](#) to view the FAQ document.

If you have any questions about this Alert, or if you would like to review the Paid Sick Leave Ordinances and their implications further, please contact the author listed below or the Aronberg Goldgehn attorney with whom you normally consult.

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