

## WHAT CAN YOU DO IF YOU ARE NOT BEING PAID THE CHICAGO MINIMUM WAGE?

An employee may **file a lawsuit**;

-or-

An employee may file a **claim with the City of Chicago within 1 year** from when the wages were due

- ❖ An employee must complete a complaint affidavit found at:  
<http://www.cityofchicago.org/minimumwage>
- ❖ The complaint affidavit must be faxed or mailed to:
  - Fax: 312.744.0246
  - CHICAGO OFFICE  
121 N. LaSalle St., Room 805, Chicago, IL 60602

Attn: Minimum Wage Intake  
Department of Business  
Affairs & Consumer  
Protection

## CONTACT US

For any questions regarding the information in this brochure, or want more information about your rights as a worker, contact us via phone or visit our website:

[www.raisetheflooralliance.org](http://www.raisetheflooralliance.org)

RAISE THE FLOOR  
ALLIANCE

1 N. LaSalle St.  
Suite 1275  
Chicago, IL 60602  
Phone: 312.795.9115



## KNOW YOUR RIGHTS

THE  
CHICAGO  
MINIMUM  
WAGE  
ORDINANCE



# KNOW YOUR RIGHTS

## WHAT DOES THE CHICAGO MINIMUM WAGE ORDINANCE DO?

Employers must pay employees at least the Chicago-mandated Minimum Wage for all hours worked in a work week.

- ❖ The Chicago Minimum Wage is **\$10/hour**

Employees must also be paid overtime pay for all hours worked over 40 hours in a work week.

- ❖ **Overtime pay** after 40 hours of work in a week = 1 ½ times an employee's regular rate of pay

### TIPPED EMPLOYEES

If an employee's tips combined with their wages from their employer do not equal the minimum wage, **the employer must make up the difference.**

### RETALIATION IS PROHIBITED

An employer is prohibited from taking any adverse action like termination or decreasing hours against any employee for reporting a violation.

## IMPORTANT

**THE CHICAGO MINIMUM WAGE FOR NON-TIPPED EMPLOYEES** will be increased over the next several years as follows:

- ❖ To **\$10.00**/hour on July 1<sup>st</sup>, 2015
- ❖ To **\$10.50**/hour on July 1<sup>st</sup>, 2016
- ❖ To **\$11.00**/hour on July 1<sup>st</sup>, 2017
- ❖ To **\$12.00**/hour on July 1<sup>st</sup>, 2018
- ❖ To **\$13.00**/hour on July 1<sup>st</sup>, 2019

**THE CHICAGO MINIMUM WAGE FOR TIPPED EMPLOYEES** will be increased over the next several years as follows:

- ❖ To **\$5.45**/hour on July 1<sup>st</sup>, 2015
- ❖ To **\$5.95**/hour on July 1<sup>st</sup>, 2016
- ❖ Increases with CPI (Consumer Price Index) in 2017, 2018, 2019, 2020

## WHO IS COVERED UNDER THE ORDINANCE?

Employees who work two hours in the City of Chicago within a two-week period, including domestic workers and home health workers.

- ❖ A worker must perform the work within city limits
- ❖ An employer must have at least **four** employees (not including the owner's immediate family), except for employers of domestic and home health workers

## WHAT REMEDIES ARE AVAILABLE TO AN EMPLOYEE FOR A VIOLATION?

- ❖ An employee may recover any underpayments owed
- ❖ Under **private right** of action **ONLY** a worker can recover **three times** the amount of any such underpayment and reasonable attorney's fees