
COOK COUNTY MINIMUM WAGE ORDINANCE

NOTICE TO EMPLOYEES • EFFECTIVE JULY 1, 2020

In most cases, you are covered by the Cook County Minimum Wage Ordinance if:

- You have worked for your employer in Cook County for at least 2 hours in any two-week period, and
- Your employer has four or more employees (or you are a domestic worker) and either (i) maintains a business facility within Cook County or (ii) has a license issued by Cook County.

You are entitled to:

- Be paid at least the County’s minimum wage for each hour of work performed for your employer in Cook County.
- In the absence of an unexpected multi-dollar increase in the federal or State minimum wage, the Cook County minimum wage will be:

Date	For Non-Tipped Workers	For Tipped Workers
July 1, 2018 – June 30, 2019	\$11.00/hr.	\$5.10/hr. (base wage, excluding gratuities)
July 1, 2019 – June 30, 2020	\$12.00/hr.	\$5.25/hr. (base wage, excluding gratuities)
July 1, 2020 – June 30, 2021	\$13.00/hr.	\$5.30/hr. (base wage, excluding gratuities)
July 1, 2021 and beyond	Inflation-adjusted minimum wage calculated by the Commission and announced on its website by June 1 of each year	Inflation-adjusted minimum wage calculated by the Commission and announced on its website by June 1 of each year

- Beginning July 1, 2018 for tipped workers and July 1, 2021 for non-tipped workers, if warranted based on the rate of inflation in the previous year, the Commission will make an upward adjustment to the County’s minimum wage (unless the unemployment rate in Cook County is 8.5% or higher). The Commission will post the adjusted minimum wages on its website on or before June 1 of each year.
- Employers are **prohibited from retaliating** against employees for exercising Ordinance rights.

If you believe your employer has underpaid you, or otherwise violated the Ordinance:

- Please visit the Commission’s website and review the Minimum Wage Rules (especially Rules 3.01-3.05 regarding Coverage), and/or email or call the Commission for assistance. Please have on hand a recent pay stub or any other evidence of your rate of pay and hours worked.
- If you wish to **file a complaint with the Commission** because your employer has violated the Ordinance, you generally must do so **within 3 years** of the violation. Complaints can also be filed directly in the Circuit Court of Cook County without filing at the Commission first.
- The Commission is available to assist (or receive complaints), Monday – Friday (excluding County holidays) from 9 a.m. – 4 p.m., or by appointment outside of these hours. You may contact the Commission by email, telephone or in person.

COOK COUNTY COMMISSION ON HUMAN RIGHTS

69 W. Washington, 30th Floor, Chicago, IL 60602

email: human.rights@cookcountyil.gov phone: 312-603-1100

For Ordinance, Rules and Complaint Forms, visit <https://www.cookcountyil.gov/service/minimum-wage-ordinance>