



Cook County Commission on Human Rights

Cook County Minimum Wage Ordinance NOTICE TO EMPLOYEES

You are covered by the Cook County Minimum Wage Ordinance (MWO) if:

- You have worked for an employer in Cook County for at least 2 hours in any 2-week period, and
- Your employer has four or more employees (or you are a domestic worker), and
- Your employer (i) maintains a business facility in Cook County or (ii) is issued a business license by Cook County.
- Teenagers (under the age of 18) are not entitled to the minimum wage. Instead, they must be paid the State's minimum wage for workers under 18.

If you believe your employer has underpaid you or violated the Ordinance in other ways, you can file a complaint with the Cook County Commission on Human Rights:

- Begin the Complaint process by first contacting a Human Rights Investigator for an intake interview.
- Investigators for the Commission can be reached Monday through Friday from 9 a.m. to 4 p.m. by telephone or email.
- Due to the volume of intake interviews, initial consultations are limited to 30 minutes. Please consider reviewing and sending the Commission a Complaint Intake Worksheet that will be reviewed by the investigators to evaluate and determine the strength of your claim.
- More information and forms for filing a Minimum Wage complaint are available at www.cookcountyil.gov/MWO.

