

COOK COUNTY: COVID-19 VACCINATION RIGHTS FOR EMPLOYEES

Are you an employee in Cook County
and need the COVID-19 Vaccine?

- Employers may not require you to get vaccinated outside of your working hours.
- If your employer requires you to be vaccinated, and your appointment is during your shift, you are to be compensated up to four hours per dose, at your regular rate. You are not required to use paid sick leave, or paid time off, to get vaccinated.
- If your employer does not require the COVID-19 vaccine, you can use paid sick leave, or paid time off, to get the vaccine.
- An employer may not require you to find someone to cover your hours in order to be vaccinated.
- Employers may not take adverse action, such as fire, demote, or retaliate against you for taking time off to get vaccinated.

Do you believe your employer/employee violated this policy?

Contact the Cook County Commission on Human Rights at
Human.rights@cookcountyil.gov and 312-603-1100.

- Penalties for violating these provisions can result in legal fees, costs, and fines up to \$500 per violation.
- Whistleblower Protections Apply.



COOK COUNTY: COVID-19 VACCINATION EMPLOYER OBLIGATIONS

Are you an employer in Cook County? It's your duty to allow employees to vaccinate.

- An employer is any person employing one or more employees and does business within Cook County. This does not apply to any wholly-owned government entity.
- Employees legally can get vaccinated against COVID-19 during their shift.
- Employees are not required to find someone to cover their shift to get the vaccine.
- If the COVID-19 vaccine is mandatory for employment, employees are not required to use paid sick leave or paid time off. If their vaccine appointment is during normal working hours, they are to be compensated up to four hours at their regular rate.
- If the COVID-19 vaccine is not mandatory, employees may use paid sick leave, or paid time off, to get the vaccine.
- Employers are prohibited to discriminate or take adverse action against any employee for exercising these COVID-19 Vaccination rights.

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