

Get Ready: An Update on the Cook County and Chicago Paid Sick Leave Laws

June 1, 2017

By [Norma Manjarrez](#)



The Cook County Commission on Human Rights has issued its final regulations for the Cook County Earned Sick Leave Ordinance.

The Cook County Commission on Human Rights has issued its final regulations for [the Cook County Earned Sick Leave Ordinance](#). The final regulations, which contain substantial changes from the draft regulations, can be found on the [Cook County government website](#). The Cook County ordinance was passed on October 5, 2016, and will take effect on July 1, 2017. A model posting can likewise be found at the link above.

The [City of Chicago](#) passed a [virtually identical sick leave ordinance](#) on June 22, 2016, and it too will take effect on July 1, 2017. The City of Chicago issued draft regulations on May 22 and is accepting public comments through June 16 at 9:00 a.m. The City has not yet made a model posting available. The City's draft regulations may be found on [the City of Chicago's website](#).

There are inconsistencies between the final County regulations and draft City regulations, and it remains to be seen whether the City will resolve those disparities in its final regulations. Among the issues is how

the frontloading of paid sick leave for FMLA-covered employers should be calculated as well as the rounding up of carried-over sick leave under the two ordinances.

Employers should also be aware of the growing list of municipalities in Cook County that have affirmatively opted out of the sick leave ordinance, ostensibly due to the fact that the ordinance increases the cost of companies to do business within their boundaries. As of this writing, those municipalities include: Arlington Heights, Barrington, Bartlett, Bedford Park, Berkeley, Buffalo Grove, Burr Ridge, Elk Grove, Elmwood Park, Evergreen Park, Hanover Park, Harwood Heights, Hickory Hill, Hoffman Estates, Lynwood, Mount Prospect, Niles, Norridge, Northbrook, Oak Forest, Oak Lawn, Palatine, Palos Heights, Palos Park, River Forest, Riverside, Rolling Meadows, Rosemont, Schaumburg, South Barrington, Streamwood, Summit, Tinley Park, Western Springs, and Wheeling.

For a detailed discussion of these sick leave ordinances, join the [Ogletree Deakins' Chicago office](#) for a one-hour webinar, "[Get Ready: The Chicago and Cook County Paid Sick Leave Laws Take Effect on July 1.](#)" on Tuesday, June 13, 2017, at 1:00 p.m. Central. Our speakers will cover issues raised by leave accrual, frontloading, carryover and more.

AUTHOR



Norma Manjarrez

Shareholder, [Chicago](#)

RELATED ARTICLES



Ogletree
Deakins

November 17, 2022

DOL Sued Over FOIA
Request for Contractors'
EEO-1 Reports



January 25, 2023

OFCCP's Scheduling List
Targets Contractors That

RELATED WEBINAR



February 9, 2023

I-9 Compliance Series: The
Basics, Part 1—What Does
Good Faith Compliance
Mean? Contractors'...

RELATED SEMINAR



February 16 | Miami, FL

Employment Law Briefing

Browse More Insights

PODCASTS

SEMINARS

WEBINARS



Sign up to receive emails about new developments and upcoming programs.

SIGN UP NOW



