

Where to File Labor Violation Claims (Minimum Wage, Sick Leave, etc.)

This is general guidance and does not guarantee coverage. Certain exceptions and limitations may apply. You may be able to file your claim with more than one agency. Please call with questions.

<i>Agencies to Contact</i>	Chicago Business Affairs and Consumer Protection (BACP) Office of Labor Standards	Cook County Commission on Human Rights (CCCHR)	Illinois Department of Labor (IDOL)
Types of Violations Covered	Wage Theft Minimum Wage Paid Sick Leave Fair Workweek COVID-19 Anti-Retaliation Domestic Workers	Minimum Wage Earned Sick Leave COVID-19 Vaccination Rights Retaliation Failure to Notify of Rights	Unpaid Wages Minimum Wage Overtime Child Labor Consumer Coverage Day & Temporary Labor One Day Rest in Seven Nurse Agency Child Bereavement Family Bereavement Employee Classification Paid Sick Leave Equal Pay Personnel Records Prevailing Wage
Geographic Limitations	Violation occurred within the City of Chicago	Violation occurred within Cook County, <i>in municipalities that comply with these Ordinances</i>	Violation occurred within Illinois
Time Limitations	Must file within 1 year of alleged violation	Must file within 3 years of alleged violation	Must file within 1 year of alleged violation (for minimum wage)
Who Can Be Sued	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers (no minimum number of employees) Labor Organizations Employment Agencies Individuals	Employers with at least 15 employees in Illinois; or with at least 1 employee for sexual harassment, disability, pregnancy, retaliation, public contractors, state/local gov't units, apprenticeship & training programs Labor Organizations Employment Agencies Individual sexual harassers

<i>Agencies to Contact</i>	Chicago Business Affairs and Consumer Protection (BACP) Office of Labor Standards	Cook County Commission on Human Rights (CCCHR)	Illinois Department of Labor (IDOL)
Kinds of Relief Available	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Punitive Damages</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the City</p> <p>Attorney's fees & costs to prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement)</p> <p>Fines to the County</p> <p>Attorney's fees & costs to prevailing Complainant</p>	<p>Make whole damages (such as back pay, lost benefits and emotional distress damages)</p> <p>Other Damages (such as interest)</p> <p>Injunctive Relief (such as reinstatement and barring contracts with the State), including emergency relief</p> <p>Attorney's fees & costs to prevailing Complainant</p>
Agency Contact Information	<p>Chicago Business Affairs and Consumer Protection 121 N. LaSalle St 8th Fl. Chicago, IL 60602</p> <p>Phone: 312.744.6060 TTY: 312.744.1944 Fax: 312.744.0246</p> <p>bacpoutreach@cityofchicago.org</p>	<p>Cook County Commission on Human Rights 69 W. Washington St. Ste. 1130 Chicago, IL 60602</p> <p>Phone: 312.603.1100 Fax: 312.603.9988</p> <p>Human.rights@cookcountyl.gov</p>	<p>Illinois Department of Labor 160 N. LaSalle Street, C-130 Chicago, IL 60601</p> <p>Phone: 312.793.2800 Fax: 312.793.5257</p> <p>DOL.Questions@Illinois.Gov</p>
Office Hours	Monday through Friday, except holidays, 8:30 AM to 4:30 PM	Monday through Friday, except holidays, 8:30 AM to 4:30 PM	Monday through Friday, except holidays, 8:30 AM to 5:00 PM
Intake Hours	Monday through Friday, except holidays, 9:00 AM to 4:00 PM	Intake interviews are by appointment only, please call or email to make an intake appointment	Monday through Thursday, 8:30 AM to 3:00 PM
Other Discrimination Covered	N/A	Housing Public Accommodations Credit Transactions County Facilities, Services, and Programs	Safety and Health Hazard (OSHA)