



**Cook County Commission on Human Rights
Paid Leave Jurisdictions Comparison Chart**

	City of Chicago – Paid Leave and Paid Sick and Safe Leave	Cook County – Paid Leave Ordinance	State of Illinois – Paid Leave for All Workers Act (PLAWA)
Effective Date	12/31/23 *Delayed implementation until 7/1/24	12/31/23 *Enforcement begins 2/1/2024	1/1/24
Where does it apply?	Within the City of Chicago.	All municipalities within Cook County, except Chicago, unless a municipality has opted into IL Paid Leave for All Workers Act (PLAWA) or has an equivalent ordinance.	Entire State of Illinois. Some jurisdictions (i.e. Cook County, City of Chicago) may have their own laws.
Who does it apply to?	"Covered Employees" - means any employee who performs at least 80 hours of work for an Employer in a 120-day period while physically present within the geographic boundaries of the City of Chicago (this includes domestic workers and individuals that travel within the boundaries of the city of Chicago on compensated time). *Some exceptions apply.	"Employees" are covered by the Cook County Paid Leave Ordinance if: (1) you work for an employer in Cook County; and/or (2) your employer has a place of business in Cook County. This also includes Domestic Workers. *Some exceptions apply.	"Employees" - individuals who perform work in Illinois for an employer that does business in Illinois. *Some exceptions apply.
For what reasons can leave be used?	Paid Leave – for any reason. Paid Sick Leave – for illness, injury, family illness, victim of domestic violence, victim of sex offense or trafficking, business closed for public health emergency, family care, etc.	For any reason.	For any reason.
When can employees begin using leave?	Paid Leave - no later than 90 calendar days after starting employment. Paid Sick Leave – no later than 30 calendar days after starting employment.	May begin using Paid Leave on either: (1) 90 days after 12/31/23; OR (2) 90 days after starting employment, whichever is later.	May begin using Paid Leave on either: (1) 90 days after 1/1/24; OR (2) 90 days after starting employment, whichever is later.
Accrual Rate	Paid Leave AND Paid Sick Leave – Minimum 1 hour for every 35 hours worked; Maximum of 40 hours for each/12-month period (unless employer sets higher limit). *NOTE: Employers may front-load leave at the beginning of the year rather than use accrual.	1 hour of Paid Leave for every 40 hours worked. *NOTE: Employers may front-load leave at the beginning of the year rather than use accrual.	1 hour of Paid Leave for every 40 hours worked. *NOTE: Employers may front-load leave at the beginning of the year rather than use accrual.

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Individual Right of Action Option?	Yes. Effective 12/31/23 for Paid Sick Leave, and 7/1/25 for Paid Leave (6-130-100).	Yes.	No.
Cure period?	Yes, temporary; Cure period is available from July 1, 2025, to June 30, 2026, then sunsets.	No.	NA
Carryover of unused time allowed?	<p>Paid Leave – Yes, may carry over up to 16 hours of unused Paid Leave (except where frontloaded/provided on a pro rata basis).</p> <p>Paid Sick Leave – Yes, may carry over up to 80 hours of unused Paid Sick Leave.</p>	<p>Yes. Any unused Paid leave can be carried over (except where front-loaded/provided on a pro rata basis).</p> <p>NOTE: Employers are not required to allow use of more than 40 hours of Paid Leave in a 12-month period.</p>	<p>Yes. Any unused Paid Leave can be carried over (except where front-loaded/provided on a pro rata basis).</p> <p>Employers are not required to allow use of more than 40 hours of Paid Leave in a 12-month period.</p> <p>See Proposed Paid Leave Rules IL Register Issue 44 (illinois.gov)</p>
Payout of unused leave required upon termination or separation from employment?	<p><u>Large employers</u> (101+ employees) – Yes. Payout of FULL amount of unused leave required. *NOTE: never more than 7 days (5 accrued days plus 2 carryover days).</p> <p><u>Medium-sized employers</u> (between 51 and 100 covered employees) Yes. However, must payout a maximum of 16 hours until 7/1/2025, unless employer sets higher limit. *(After 7/1/2025, Medium-sized employers must pay out full amount of unused, accrued leave.) *Same NOTE as above.</p> <p><u>Small employers</u> (50 or less covered employees) NOT required to payout unused leave.</p>	Generally, no UNLESS Paid Leave was already credited to an employee’s paid time off bank or vacation account (front-loaded).	No, UNLESS Paid Leave was already credited to an employee’s paid time off bank or vacation account (front-loaded). *See Illinois Wage Payment and Collection Act.
Penalties	Employer liable for damages for actual underpayment, compensatory damages and fines ranging from \$1,000.00 to \$3,000.00 per offense. Each day that a violation continues shall constitute a separate and distinct offense.	Employer liable to employee for damages for actual underpayment, compensatory damages, and fines ranging from \$500 to \$1,000.	Employer liable to employee for damages for actual underpayment, compensatory damages, fines ranging from \$500 to \$1,000, equitable relief, which may include attorney’s fees, expert witness fees, other costs.
Filing period	<p>Within 3 years of the alleged violation. (2-25-200(8)(e))</p> <p>If multiple or continuing violations, within 3 years of the date of the last occurrence.</p>	<p>Within 3 years of the alleged violation.</p> <p>If multiple or continuing violations, within 3 years of the date of the last occurrence.</p>	<p>Within 3 years of the alleged violation.</p> <p>If multiple or continuing violations, within 3 years of the date of the last occurrence.</p>