

COVID-19 Guide for Workers in Illinois



**Center for
Healthy Work**

**Great Lakes Center for
Occupational Health
and Safety**

**Policy, Practice and
Prevention Research Center**

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DISCLAIMER

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About Us

This guide was developed at the University of Illinois at Chicago School of Public Health by the UIC Center for Healthy Work (CHW), Great Lakes Center for Occupational Health and Safety (GLC-OHS), and the Policy, Practice and Prevention Research Center (P3RC). The CHW is a research and education center established in 2016 to advance the health and well-being of workers in Chicago, the state of Illinois, and the nation. The CHW is one of six Centers of Excellence for Total Worker Health®, funded by the National Institute for Occupational Safety and Health. The Center's mission is to remove barriers that impact the health of low wage workers in the increasingly contingent workforce. The GLC-OHS is a recognized leader in the national movement to promote healthier workplaces and workers. The Center is one of 18 Education and Research Centers funded by the National Institute for Occupational Safety and Health. It is the ambition of the GLC-OHS to improve, promote, and maintain the health of workers and communities. The P3RC is one of 26 academic research institutions nationwide designated as a Prevention Research Center by the Centers for Disease Control and Prevention (CDC) to work with vulnerable communities on new ways to promote health and prevent disease. The P3RC builds and translates evidence and strengthens leadership capacity to advance policies and practices that improve population health and equity.

I. Introduction

Pandemic COVID-19 presents an unprecedented challenge that validates that worker health is public health. The UIC Center for Healthy Work (CHW), Great Lakes Center for Occupational Health and Safety (GLC-OHS), and the Policy, Practice and Prevention Research Center (P3RC) share a deep commitment to providing resources and information to workers, employers, worker advocacy organizations, and their allies across Illinois to ensure the safety and health of workers, their families and communities.

The primary recommendation to prevent the spread of COVID-19 is social distancing; which includes encouraging employers to allow their employees to work remotely. While many workers and their families have been able to shelter at home, continue to work, maintain their income, and protect themselves and their families, a significant number of workers do not have the ability to work remotely due to the nature of their work. Many of these workers are already economically disadvantaged and many are employed outside of traditional safety net protections; they are therefore unprepared to manage COVID-related health impacts on themselves and their families. More fundamentally, these workers are also less likely to have access to traditional sources of protection, such as health insurance, paid sick leave, and unemployment insurance, because of fractured employer relationships and labor misclassification.

Workers who are at increased risk to contract COVID-19 include front-line and essential workers such as healthcare providers, hospital cleaning and cafeteria staff, long-term care facility staff, first responders (EMTs, police, fire), pharmacists, delivery drivers, warehouse and assembly line workers, food service and grocery workers, utility workers, and transportation workers (city bus drivers, train conductors, app-based rideshare drivers). Additionally, due to non-standard employment arrangements or their employment sector, certain workers are incredibly vulnerable to unsafe working conditions or unstable employment throughout the crisis. Those workers who are most vulnerable include temp workers, 1099's/independent contractors, app-based gig workers, warehouse and assembly line workers, undocumented workers, food service and night life workers (restaurant workers, bartenders), retail workers, those who work in the informal economy (day laborers, street vendors, home daycare providers), small businesses, and those who work in social service settings (home-care, childcare, domestic work, healthcare support workers). Due to the nature of their jobs; precarious, unhealthy, unstable, with irregular hours or hourly pay, without sufficient health insurance, or access to consistent healthcare, and/or the inability to speak freely to an employer or lack of clarity around who the employer of record is, these workers face increased vulnerability.

The state and federal governments have created and expanded programs to limit the financial impact of COVID-19 and provide relief to workers and their families. In this guide, you will find information on the programs available to those impacted by the COVID-19 pandemic. This guide intends to provide the latest information on current federal and state of Illinois benefits to workers.

II. COVID-19 Testing & Medical Care

According to the Illinois Department of Public Health, if you believe you or a loved one may have been exposed to COVID-19 or you are experiencing symptoms, keep track of your symptoms and stay isolated at home to prevent the spread of illness. Most people have mild illness and are able to recover at home. While at home, as much as possible, stay in a specific room and away from other people. Those who need medical attention should contact their health care provider who will evaluate whether they can be cared for at home or need to be hospitalized. If you have an emergency warning sign (including trouble breathing or high fever), get medical attention right away.

If you do not have a regular doctor, are uninsured, or have limited or no income and believe you need non-emergency medical services, you can contact your nearest community health center by phone and inform them of your need. They will work with you to coordinate appropriate care. No patient will be turned away because of inability to pay. To find a community health center near you visit: <https://www.findahealthcenter.hrsa.gov/>

For guidance on whether or not you need to be tested visit:

<https://www.chicago.gov/city/en/sites/covid-19/home/frequently-asked-questions-.html?#faq-tested>

For information on where to get tested visit: <https://www.dph.illinois.gov/covid19/covid-19-testing-sites>

For general questions about COVID-19 and Illinois' response and guidance, call 1-800-889-3931 or visit <https://www.dph.illinois.gov/>

III. Existing Health and Safety Protections for Workers

FEDERAL

Created by the Federal Agency known as the Occupational Safety and Health Administration (OSHA), The Occupational Safety and Health Act of 1970 (OSH Act) mandates the promotion and regulation of workplace safety. Under the OSH Act employers are required to provide a workplace that is free of recognized hazards and workers have the right to file a complaint asking OSHA to investigate unsafe conditions. OSHA's response to COVID 19 is evolving. The agency has issued directives and guidance documents for employers here: <https://www.osha.gov/SLTC/covid-19/>

The following workplace rights and OSHA standards may protect essential workers during this pandemic.

Right to a Safe and Healthy Workplace

You have a right to work in a workplace that does not make sick or cause injury. OSHA requires your employer to provide a workplace free of known health and safety dangers.

Right to Personal Protective Equipment

Your employer is responsible for conducting a hazard assessment of your work environment and the tasks you perform. If risks are identified, then your employer must provide you with the appropriate personal protective equipment (PPE) at no cost. Your employer is also responsible for training you (in your preferred language) on how to correctly use PPE.

Right to Information

You have the right to ask for and get information from your employer about the chemicals you are using at work, records of workplace injuries and illnesses, tests your employer has done to measure workplace hazards (e.g. chemicals), and any test done to measure the health effects of workplace hazards (e.g. skin tests, blood tests, urine tests).

Right to Refuse Dangerous Work

If your assigned tasks at your workplace could expose you to serious injury or death because of a hazardous condition, you have the right to refuse dangerous work. However, in order to be protected under this right you must first make sure the following conditions are met:

- 1) Where possible, ask the employer to eliminate the danger, if the employer fails to do so; and
- 2) You refused to work in "good faith." This means that you must genuinely believe that an imminent danger exists; and
- 3) A reasonable person would agree that there is a real danger of death or serious injury; and
- 4) There isn't enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as requesting an OSHA inspection

This protection has been difficult to enforce, and employees have been fired when refusing work. If your employer retaliates against you for refusing to perform the dangerous work, contact OSHA immediately. Complaints of retaliation must be made to OSHA within 30 days of the suspected retaliation. The Whistleblower Protection Program has more information: [https://www.whistleblowers.gov/.](https://www.whistleblowers.gov/)

Note: *You should not quit the job or walk away from the worksite.*

Under another Federal Law, Section 7 of the National Labor Relations Act (NLRA), workers have more legal protection if they organize and refuse dangerous work as a group. If you are asked to do something dangerous, other workers may also be facing the same danger too. As an organized group, you can ask the employer to eliminate the danger. It is helpful to document the situation: date and place, what happened, why you think it's an imminent danger, and how your employer responded. Under the NLRA workers have 180 days to file a complaint if the employer takes action against them for speaking up about unsafe conditions.

There are many organizations that assist workers with filing complaints and organizing their workplaces. Please read further in **Section III: Existing Health and Safety Protections for Workers: Other Organizations and Resources to Protect Workers.**

ILLINOIS

Public Sector Employees

There is a state-run program called Illinois OSHA which has adopted the Federal OSHA standards for workers in Illinois who are employed by the State, a county, or a municipality (city, town, township). Illinois OSHA can conduct inspections of government agencies in the state for violations. For more information about Illinois OSHA and the laws enforced for public sector employees visit this page: <https://www2.illinois.gov/idol/Laws-Rules/safety/Pages/default.aspx>.

Workers in Illinois who are employed by the Federal Government are covered under a separate program in the Federal OSHA law.

Private Sector Employees

Most private sector workers in Illinois are protected under Federal OSHA standards, including temporary workers. Businesses with fewer than 10 employees are exempt from keeping records of illnesses and injuries, but otherwise must comply with all the other aspects of the Federal OSHA law. Self-employed people, immediate family members of farm employers that do not employ outside employees, and workers who are protected by another Federal Agency are not covered by the Federal OSHA law.

Domestic Workers

In 2017, Illinois passed the *Illinois Domestic Workers' Bill of Rights Act*, which extends some protections to nannies, housecleaners, home care workers, and other domestic workers. The law ensures that all domestic workers receive the state minimum wage, protection against sexual harassment, and one day of rest for workers employed by one employer for at least 20 hours a week. For more information, please visit: <https://www.domesticworkers.org/bill-of-rights/illinois>.

Workplace Rights Bureau

Under the Office of the Illinois Attorney General, the Workplace Rights Bureau protects and advances the employment rights of all Illinois residents, particularly workers at high risk of exploitation and abusive employment practices. The Bureau also provides education and outreach for community groups, unions, and businesses to help them better understand employment rights in Illinois. For more information visit this page: https://illinoisattorneygeneral.gov/rights/labor_employ.html

The State of Illinois is an "employment at-will" state; therefore, employers and employees may end the relationship at any time without reason or cause. However, under the *Illinois Human Rights Act*, employers cannot discriminate against workers based on race, color, religion, sex, national origin, ancestry, citizenship status, age, marital status, physical or mental handicap, military service or unfavorable military discharge. Neither the employer nor employee are required to give notice prior to ending the employment relationship. More information regarding *Illinois Human Rights Act* may be found here: <https://www2.illinois.gov/dhr/Pages/default.aspx>

Illinois Executive Order 2020-08

On March 17, 2020, Governor Pritzker issued *Illinois Executive Order 2020-08*, requiring all non-essential businesses and operations to cease all activities except for minimum basic operations. Non-essential businesses may also continue operations consisting exclusively of employees or contractors working from home. For more guidance on essential businesses and operations please refer to this page here: <https://www2.illinois.gov/dceo/Documents/Essential%20Business%20FAQ.pdf>

Illinois Workers' Compensation Commission

The Commission has approved an emergency rule that ensures first responders and front line workers are afforded the full protections of the Workers' Compensation Act in the event they are exposed to or contract the virus. For information on this new rule visit this page: <https://www2.illinois.gov/sites/iwcc/Pages/default.aspx>

HOW DO I FILE A COMPLAINT?

If your employer is not providing a healthy and safe workplace during the COVID-19 pandemic or is not complying with Illinois Executive Order 2020-08, you should file a complaint using the numbers or online forms below.

- 1) **Workplace Rights Hotline:**
 - Call 1-844-740-5076 or use the complaint form found at: https://illinoisattorneygeneral.gov/rights/labor_employ.html
- 2) **Illinois OSHA:**
 - Public sector employees can file a complaint online with Illinois OSHA: <https://www2.illinois.gov/idol/Laws-Rules/safety/Pages/Hazards.aspx>
- 3) **Federal OSHA:**
 - Private sector employees can call 1-800-321-OSHA (6742) or use the complaint form online at: www.osha.gov/pls/osha7/eComplaintForm.html
- 4) **City of Chicago Office for Labor Standards:**
 - File a Complaint by calling 311, using CHI 311 at: https://311.chicago.gov/s/service-request?language=en_US, or by filling out a Complaint form: <https://www.chicago.gov/content/dam/city/depts/bacp/OSL/20200115officeoflaborstandardscomplaintformfillablefinal.pdf>

OTHER ORGANIZATIONS AND RESOURCES TO PROTECT WORKERS

Worker centers are independent non-profit organizations designed to help organize and provide support to communities of low-wage workers who are not already members of a collective bargaining organization, or who have been excluded from coverage by U.S. labor laws. There are more than 200 worker centers in the country. They tend to serve particular groups of workers and/or geographic areas. In addition to worker centers, self-organized groups of workers have mobilized for economic justice and labor law protections, such as workers in the gig economy. Non-profit workforce development agencies are also active in promoting workers' rights. The chart below lists worker advocacy organizations which are providing information and resources during the COVID-19 pandemic. It is not meant to be an exhaustive list.

Organization	Workers Served	Geographic Region	Website	Contact
AFIRE	Filipino immigrant domestic workers	Chicago	https://www.afirechicago.org/	773-580-1025
Arise Chicago	Factory workers, domestic workers	Chicago and suburbs	https://www.arisechicago.org/	773-769-6000
Black Workers Matter	African American factory workers	Austin neighborhood & near west suburbs of Chicago	https://blackworkersmatter.org/	blackworkersmatterchicago@gmail.com
Casa DuPage Workers Center	Latinx immigrant workers	DuPage County	https://www.facebook.com/CasaDuPageWorkersCenter/	630-221-0889
Centro de Trabajadores Unidos	Latinx immigrant workers	Southeast Chicago, South suburbs	https://centrodetrabajadoresunidos.org/	773-297-3370
Chicago Community & Workers Rights	Latinx immigrant workers	Chicago	https://chicago-workersrights.org/	773-653-3664

Organization	Workers Served	Geographic Region	Website	Contact
Chicago Rideshare Advocates	Gig worker drivers	Chicago area	https://www.facebook.com/CHICAGO RIDESHARE ADVOCATES/	224-215-6859
Chicago Workers' Collaborative	Temporary workers in factories	Chicago, Waukegan	https://www.chicagoworkerscollaborative.org	312-224-7858
Equity and Transformation (EAT)	African American workers in the informal economy	South and West side of Chicago	https://www.eatchicago.org/	
Fight for 15	Fast food workers	Chicago & Illinois	https://fightfor15.org/chicago/	info@fightfor15.org
Gig Workers Matter	Ride share workers, food shopping and package delivery workers	Chicago area	https://www.facebook.com/gigworkersmatter/	312-600-8472
Illinois Migrant Council	Migrant and seasonal farm workers	Illinois	http://www.illinoismigrant.org/	815-995-0300
Latino Union	Latinx immigrant day laborers & domestic workers	Northside of Chicago	https://www.latinounion.org/	312-491-9044
Raise the Floor Alliance	Coalition of worker centers in Chicago area	Chicago and Suburbs	https://www.raisetheflooralliance.org/	312-795-9115
Restaurant Opportunities Center (ROC)	Restaurant Workers	Chicago	https://chapters.rocunited.org/staff-and-locals/chicago/	312-566-6794
Warehouse Workers for Justice	Warehouse & distribution center workers	Chicago & Joliet	http://www.w4j.org/	815-722-5003
Workers Center for Racial Justice	African American workers in the informal economy	South and West Side of Chicago	https://www.facebook.com/center4racialjustice/	312-361-1161
Working Family Solidarity	Direct hires and temporary workers	Greater Chicagoland area	https://www.workingfamilysolidarity.org/	773-655-0815

Worker Health and Safety Resources

The National Council for Occupational Safety and Health promotes worker health and safety through training, education, and advocacy. Their COVID 19 resource page for workers can be found online here: <https://nationalcosh.org/coronavirus>

IV. Filing for Unemployment in Illinois

The Illinois Department of Employment Services Unemployment (IDES) administers unemployment insurance (UI) in the State of Illinois. UI provides temporary income through federal funds to Illinois residents who are authorized to work in the U.S and who meet the following requirements:

- 1) Are unemployed through no fault of their own
- 2) Are able, available, and actively seeking work, and
- 3) Have earned \$1,600.00 total during your base period; \$440 must have been earned outside of your highest paid quarter. Your base period consists of the four calendar quarters before a claim was filed).

The [Coronavirus Aid, Relief, and Economic Security \(CARES\) Act](#) enhanced and expanded UI to millions of workers throughout the country who are being furloughed, or have a mandated temporary leave of absence, laid off, or finding themselves without work through no fault of their own because of the COVID-19 pandemic. In addition, to CARES, the IDES adopted emergency rules, which makes UI available to a larger group of workers in Illinois. Once implemented, individuals receiving UI will receive an additional \$600 each week above what they would receive in regular unemployment benefits until July 31, 2020. Governor Pritzker waived the waiting week for claimants. This change allows a claimant to receive two weeks of benefits, rather than the usual one week of benefits as their first payment.

How do I know if I'm Eligible?

You are eligible if you are temporarily out of work because your employer closed due to COVID-19 and if you meet all of the above basic requirements.

You are eligible if you have been diagnosed or someone you care for has been diagnosed with COVID-19 and if you meet all of the above requirements. You must register with the employment service Illinois JobLink at: www.IllinoisJobLink.com.

If you are a parent who left work due to a child's school closure and if you meet all of the above basic requirements, you are also eligible. If you are filing for this matter, you must register with the employment service Illinois JobLink at: www.IllinoisJobLink.com

If you have reduced hours which results in your wages being less than what your unemployment benefit would be, you may qualify for some assistance.

For a full listing of eligibility requirements, please review pages 4-6 of the IDES Unemployment Insurance Handbook at: <http://www.ides.illinois.gov/IDES%20Forms%20and%20Publications/CLI105L.pdf>.

What if I am Self-Employed or an Independent Contractor?

IDES is encouraging all unemployed individuals to apply for benefits. Whether you are a traditional employee, an independent contractor, or you are unsure which you are, apply now. Under regular unemployment rules, the incomes of self-employed workers, freelancers, and independent contractors are not subject to unemployment taxes, and so typically these individuals are not eligible for unemployment benefits. However, the stimulus package creates a new, temporary program to help people who lose this type of work as a direct result of COVID-19.

What if I am a Domestic Worker?

Some domestic workers are eligible for unemployment insurance. Visit Illinois Legal Aid online for more information: <https://www.illinoislegalaid.org/legal-information/my-rights-domestic-worker>.

The Coronavirus Care Fund will provide emergency assistance for home care workers, nannies and house cleaners, and enable them to stay home and healthy. If you are a domestic worker, text RELIEF to 97779 to get updates, and find out when the applications are ready. Visit their page online for more information: <https://domesticworkers.org/coronavirus-care-fund-faq#Eligibility%20and%20Distribution>.

What if I am Undocumented or Not Authorized to Work in Illinois?

There are two main groups of eligible non-U.S. citizens:

- 1) Lawful Permanent Residents (“green card” holders), and
- 2) Those who are Permanently Residing Under Color of Law (PRUCOL).

Illinois law specifically lists the following groups as falling under the PRUCOL definition:

- Refugees
- Non-U.S. citizens granted asylum
- Non-U.S. citizens who have been “Paroled” into the U.S. under 8 U.S.C. Section 1182(d)(5).

Although not listed in the regulations, based on the PRUCOL definition, these additional immigration statuses should also be eligible for unemployment benefits:

- DACA recipients, and other individuals with Deferred Action
- VAWA applicants with work authorization and (approved) VAWA self-petitioners
- U visa applicants with work authorization and (approved) U visa recipients
- Adjustment of status applicants with work authorization
- T visa recipients
- And likely some additional immigration statuses may meet the PRUCOL definition.

Please also see Legal Aid Chicago’s Illinois Unemployment Benefits FAQ for citizens and non-citizens at:

<https://www.legalaidchicago.org/newsroom/in-the-news/covid-19/>

How do I File?

To file a claim, you can either call the Illinois Department of Employment Services (IDES) at 800-244-5631 or 886-488-4016 or submit your claim on the IDES website at: <https://www2.illinois.gov/ides/aboutides/Pages/10%20Things%20You%20Should%20Know.aspx>

IDES is experiencing an extremely high volume of unemployment benefits claims at this time, so please pay attention to the information listed below to make this process easier for you.

You will need to provide general demographic information and the following information to file:

- Driver’s license or state ID
- Current residential and mailing address
- Social security number
- Last dates of employment
- Number of days worked in the last employment period
- Number of weeks earning \$484 or more during the last employment period

IDES has implemented the following schedule for those filing claims online and over the phone:

1. Online Filing Schedule:

Last Names	Days of the Week
Beginning with letters A – M	Sundays, Tuesdays, or Thursday
Beginning with letters N – Z	Mondays, Wednesday, Fridays
Those who could not file during their allotted window.	Saturdays

2. Call Center Filing Schedule:

Last Names	Days of the Week	Times of the Week
Beginning with letters A – M	Tuesdays or Thursday	7:30am – 6pm
Beginning with letters N – Z	Mondays or Wednesday	7:30am – 6pm
Those who could not file during their allotted window.	Fridays	7:30am – 6pm

Please note that online filing and claims applications will be **unavailable every night from 8 p.m. to 10 p.m.** for daily claims processing. The day or time of day in which a claim is filed will not impact whether you receive benefits or your benefit amount. Applications will be back-dated to reflect the date you were laid-off or let go from your job due to COVID-19. IDES has taken multiple steps to improve the online and phone application processes, including increasing staff, extending hours, and making improvements to online portals.

What if I am not eligible?

All Chicago's emergency financial assistance program, called the Emergency Fund, provides critical financial assistance to people experiencing, or at risk of, homelessness or another serious emergency. They quickly provide payments on a person's behalf for things like rent, utilities, or transportation. For more information, visit their website at: <https://allchicago.org/how-we-are-ending-homelessness/emergency-financial-assistance/>.

There are many other resources and emergency funds available during this crisis. Please refer to **Section XI: Illinois Resources by Need & Community** of this document.

You can learn more about COVID-19-related unemployment benefits online here: <https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx>

Illinois Legal Aid has useful information if you are trying to file for unemployment benefits online. They can also provide assistance in English, Spanish and Polish. Visit their website online at <https://www.illinoislegalaid.org/about/our-work/blog/work-coronavirus-and-law-faqs>.

Legal Aid Chicago's Unemployment Benefits Helpline can help you navigate the unemployment benefits process and your options. Help is free and confidential. The number to call is 800-445-9025.

V. Paid Sick Leave in Illinois

The state of Illinois does not currently have statewide paid sick leave for employees. The Illinois Healthy Workplace Act, SB 471, seeks to create statewide paid sick leave obligations in 2020; however, the bill has not yet been passed by the Illinois legislature. As currently drafted, the law would apply to nearly all employers and employees performing any amount of work in Illinois.

The newly enacted *Federal Families First Coronavirus Response Act: Emergency Paid Leave Rights* does require certain employers to provide their employees paid sick leave for specified reasons related to the COVID-19 public health emergency.

For more information about federal leave policies view **Section VI: Federal: Families First Coronavirus Response Act: Emergency Paid Leave Rights.**

COOK COUNTY AND CITY OF CHICAGO PAID SICK LEAVE

Paid sick leave passed in Cook County and the City of Chicago in July 2017. This law establishes that workers may accrue paid sick leave hours in order to have income during the event of illness either for them or a family member. Below are the eligibility requirements for residents living in some Cook County municipalities and the City of Chicago.

Note: *Although these ordinances are very similar, within the Cook County ordinance, some businesses may be exempt.*

Cook County Earned Sick Leave Ordinance

Effective July 1, 2017, this county ordinance establishes that employees in Cook County have a right to earned paid sick leave. To be eligible you have to:

- 1) Have worked for your employer for at least 180 days (6 months),
- 2) Worked at least 2 hours for an employer in any two-week period, and
- 3) Worked 80 hours within a 120-day period.

Earned Sick Leave is calculated is by earning 1 hour of leave for every 40 hours worked. The maximum accumulation of hours is 40 hours (5 days) of sick leave per year. If there are unused hours, you can carry over half of your hours, up to a maximum of 20 hours. Your rate of pay for paid sick leave is the rate you already earn.

You may use your *Earned Sick Leave* hours if:

- 1) You or a family member are ill or injured,
- 2) The business you work in closes due to a public health emergency,
- 3) If you need to care for your child during public health emergency, or
- 4) If you or a family member are a victim of domestic violence or a sex offense.

Employers have the right to create rules on how you use your hours and when you should notify them. You are encouraged to ask your employers for the specific leave rules in your workplace. Your employer has the right to take disciplinary action and terminate employees if they are using *Earned Sick Leave* for purposes not described within the ordinance.

Your employer cannot require that you find someone to cover your shift when you are using *Earned Sick Leave* hours.

Note: *Not all municipalities in Cook County opted in. Information about municipalities that have opted-out of the Cook County Earned Sick Leave Ordinance can be found here: <https://www.cookcountyil.gov/service/cook-county-earned-sick-leave-ordinance-and-covid-19>*

If your employer is within a municipality that has opted in to the ordinance and is not providing Earned Sick Leave, file a complaint within three years of the employer's violation with the Cook County Commission on Human Rights at 312-603-1100 or email at human.rights@cookcountyil.gov.

Forms, in depth-rules, and what qualifies as a complaint can found here: <https://www.cookcountyil.gov/service/file-complaint-violation-earned-sick-leave-ordinance>

City of Chicago Paid Sick Leave

Effective July 1, 2017, this ordinance established that **ALL** employers in the City of Chicago are required to provide paid sick leave to their workers. In order for you to be eligible, you have to:

- 1) Have worked for your employer for at least 180 days (6 months),
- 2) Worked at least 2 hours for an employer in any two-week period, and
- 3) Worked 80 hours within a 120-day period.

Paid Sick Leave is calculated is by earning 1 hour of leave for every 40 hours worked. The maximum accumulation of hours is 40 hours (5 days) of sick leave per year. If there are unused hours, you can carry over half of your hours, up to a maximum of 20 hours. The rate of pay for paid sick leave is the rate you already earn.

You may use your Paid Sick Leave hours if:

- 1) You or a family member are ill or injured,
- 2) The business you work in closes due to a public health emergency,
- 3) If you need to care for your child during a public health emergency, or
- 4) If you or a family member are a victim of domestic violence or a sex offense.

Employers have the right to create rules on how you use your hours and when you should notify them. You are encouraged to ask your employers for the specific rules in your workplace. Your employer has the right to take disciplinary action and terminate employees if they are using *Paid Sick Leave* for purposes not described within the ordinance.

If employer is not providing sick leave:

- You may file a complaint through the Chicago Department of Business Affairs on the City of Chicago website: https://www.chicago.gov/city/en/depts/bacp/supp_info/paidsickleaveinfo.html
- You may also call 311 or use the CHI 311 application on your phone
- Or file a complaint using form: <https://www.chicago.gov/content/dam/city/depts/bacp/OSL/20200115officeoflaborstandardscomplaintformfillablefinal.pdf>
 - Email the form to BACPlaborstandards@cityofchicago.org, or
 - Fax form to 312-743-1841, or
 - Mail the form to: Department of Business Affairs and Consumer Protection (BACP)
Attn: Office of Labor Standards
121 LaSalle St., Room 805
Chicago, IL 60602

VI. Federal: Families First Coronavirus Response Act: Emergency Paid Leave Rights (FFCRA)

Effective April 1, 2020, the Families First Coronavirus Response Act (FFCRA) requires certain employers to provide their employees paid sick leave for specified reasons related to the COVID-19 public health emergency. This provision of the FFCRA applies to private and public employers that employ between 50-500 employees. Businesses that employ less than 50 employees may qualify for an exemption.

How Do I know if I am Eligible for Emergency Paid Leave?

The emergency paid leave provisions apply to full-time and part-time employees. Self-employed and gig workers are also covered by the emergency paid leave rights in the FFCRA. Employees and workers qualify for emergency paid leave rights if they are unable to work (or telework) due to the following reasons:

- 1) You are subject to a Federal, State, or local quarantine or isolation order related to COVID-19
- 2) A health care provider has advised you to self-quarantine because of COVID-19
- 3) You are experiencing COVID-19 symptoms and are seeking a medical diagnosis
- 4) You are caring for your child whose school or place of care is closed or whose child care provider is unavailable for reasons related to COVID-19.

Note: *Businesses with fewer than 50 or over 500 employees are exempt from providing FFCRA benefits. There are efforts across the state to expand the benefits for all workers.*

Note: *There are no immigration status related restrictions on eligibility for emergency paid leave.*

How Many Paid Leave Hours Can I Get? What is the Rate of Pay?

A full-time employee is eligible for two weeks (up to 80 hours) of paid sick leave and is entitled to payments at either their regular rate or the applicable minimum wage, whichever is higher. The maximum payment is set at \$511 per day or \$5,110 over a two-week period.

A part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period. They are entitled to payments at either their regular rate or the applicable minimum wage, whichever is higher. The maximum payment is set at \$511 per day or \$5,110 over a two-week period.

Self-employed and gig workers will be eligible for tax credits that can be applied to their income taxes. They are eligible to receive tax credits for up to two weeks of leave at their regular rate of payment. Similar to full-time and part-time employees, the maximum payment is set at \$511 per day. Self-employed and gig workers must maintain proper documentation to prove eligibility for tax credits. If the tax credit received as a result of the FFCRA emergency paid leave is greater than their tax bill, a refund will be issued as a government rebate.

How Do I File for My Emergency Paid Leave Benefits Through the Federal Government?

If leave is necessary, the employee should provide a notice of leave to the employer. **No application needs to be completed** since this Act requires employers to pay their employees if they are unable to work (or telework) due to specified reasons related to COVID-19. Employers will file for tax credits associated with FFCRA when filing payroll tax returns.

Note: *If leave is needed to care for an individual affected by COVID-19 or to care for a child whose place of care is unavailable due to COVID-19 related reasons visit **Section VIII. Federal: Families First Coronavirus Response Act: Expanded Family and Medical Leave.***

For more information, please visit: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

VII. Paid Family Leave & Childcare in Illinois

Illinois employers are required to comply with the federal Family and Medical Leave Act (FMLA), which allows eligible employees to take unpaid leave, with the right to reinstatement under specific circumstances. The passage of the Family and Medical Leave Act (FMLA) in 1993 was a first attempt to bridge the gap between work and family. FMLA provides 12 weeks of unpaid, job-protected leave to eligible workers for parental leave, or the serious illness of the employee or their parent, spouse, or child at businesses with 50 or more employees. At the time this document was created, the state of Illinois did not have provisions for paid family leave.

For more information about federal leave policies view **Section VIII: Federal: Families First Coronavirus Response Act: Expanded Family and Medical Leave.**

Childcare

The children of essential workers are eligible to receive childcare through the Illinois Department of Human Services (IDHS) *Child Care Assistance Program*. Prioritized essential workers include those working in healthcare, human services, essential government services (e.g. corrections, law enforcement, fire department), and essential infrastructure.

If you are considered an essential worker, you can take your child to a licensed daycare facility that is licensed on an emergency basis for the purpose of childcare for essential workers. Licensed day care homes for up to 12 children will be closed but may reopen as an unlicensed day care home for up to 6 children.

If you have any questions about your eligibility, please contact your Child Care Resource and Referral Agency: <https://www.inccrra.org/about/sdasearch>.

To find emergency childcare in your area, call (888) 228-1146.

If your child was receiving meals at school and you or your family are experiencing food insecurity, visit **Section XI: Illinois Resources by Need & Community: Food and Meal Assistance.**

The Illinois Department of Human Services through the *Child Care Resource and Referral System* is offering funds to assist childcare programs that opt to open and provide childcare for the children of essential workers through the *Emergency Child Care Stipend Program*. These services should be provided only when essential workers have no other options available. If you are a childcare provider, learn more about the Emergency Child Care Stipend Program here: <https://www2.illinois.gov/sites/OECD/Documents/Emergency%20Child%20Care%20Stipend%20Program.pdf>

VIII. Federal: Families First Coronavirus Response Act: Expanded Family and Medical Leave (FFCRA)

Effective starting April 1st, 2020, the *Families First Coronavirus Response Act* requires certain employers to provide their employees paid expanded family and medical leave along with paid sick leave for specified reasons related to the COVID-19 public health emergency. This provision of the FFCRA applies to private and public employers that employ between 50-500 employees. Businesses that employ less than 50 employees may qualify for an exemption. There are efforts across the state to expand the benefits for all workers.

How Do I Know if I am Eligible for Emergency Paid Leave?

The emergency paid leave provisions apply to full-time and part-time employees. The emergency also covers self-employed and gig workers paid leave rights in the FFCRA. Employees qualify for emergency paid leave rights if you are unable to work (or telework) due to the following reasons:

- 1) You are caring for an individual subject to a quarantine or isolation order by the Federal, State, or local authorities or advised to self-quarantine by a healthcare provider
- 2) You are caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19

3) You are experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury

Note: *There are no immigration status related restrictions on eligibility for expanded family and medical leave.*

Note: *Employees employed for at least 30 days, who are unable to work because they are caring for a child whose school or place of care is closed for reasons related to COVID-19, are eligible for an additional 10 weeks of leave.*

How many paid leave hours and rate of pay can I get?

A full-time employee is eligible for two weeks (up to 80 hours) of paid sick leave and is entitled to payments at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher. The maximum payment is up to \$200 per day and \$2,000 over a two-week period.

A part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period. They are entitled to payments at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher. The maximum payment is up to \$200 per day and \$2,000 over a two-week period.

Self-employed and gig workers will be eligible for tax credits that can be applied to their income taxes. They are eligible to receive tax credits for up to two weeks of leave at 2/3 their regular rate. Similar to full-time and part-time employees, the maximum payment is set at \$200 per day. Self-employed and gig workers must maintain proper documentation to prove eligibility for tax credits. If the tax credit received as a result of the FFCRA emergency paid leave is greater than their tax bill, a refund will be issued as a government rebate.

For more information please visit: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

IX. Federal Stimulus Checks

The federal stimulus checks are a one-time economic impact payment from the government to help those struggling financially due to the COVID-19 public health emergency. Current information states that many of those payments have begun to be distributed to eligible recipients.

Who is Eligible and How Much Money Can a Person Expect?

Single adults who have filed taxes in 2018 or 2019 with incomes under \$75,000 will be eligible to receive the full payment of \$1,200. Married couples who have filed joint tax returns in 2018 or 2019 with incomes under \$150,000 will receive the full payment of \$2,400. An additional \$500 is available for each qualifying child under the age of 16 claimed as a dependent.

Students:

Students 17 or older who were claimed as dependents by their parent(s) are not eligible for a stimulus check. Their parents will also be ineligible for the additional \$500 due to the student being over 16 years old.

Immigrants:

Immigrants who have a valid Social Security Number, green card holders, or those on H-1B or H-2A work visas, are eligible for the federal stimulus check.

Note: *Undocumented immigrants and workers are ineligible for the federal stimulus check. Please visit **Section XI: Illinois Resources by Need & Community: Resources for Undocumented Workers, Immigrants & Refugees** for more resources.*

Senior Citizens and Persons with Disability:

As single or married adults, most senior citizens and persons with disabilities are eligible for the federal stimulus check, unless they are claimed as dependents by their children or caretaker.

Note: *Please visit **Section XI: Resources for Caretakers** and **Section XI: Disabled Workers** for more resources.*

Is there a minimum or maximum income threshold?

There is **no minimum** level of income to receive the Federal Stimulus Check. Those with incomes above the **maximum** levels may receive Stimulus Checks but at a reduced rate. Single adult taxpayers with an income exceeding \$75,000 will receive a reduced rate federal stimulus check. Married couples who have filed joint tax returns with no children and incomes exceeding \$150,000 will also receive a reduced rate stimulus check. Five dollars is deducted for every \$100 that is above the thresholds.

Example: A single adult earns \$85,000. This is \$10,000 above the \$75,000 threshold for a single adult. Therefore, after a deduction of \$5 for each \$100, this single adult would receive a federal stimulus of \$700.

How do I receive my stimulus check?

If you filed a 2018 or 2019 tax return, your payment will be directly deposited to the banking account reflected on the tax return or as a check to the most current address they have on file.

Get My Payment Illinois was created to help Illinoisans get answers to economic questions and get the relief they need during the pandemic, including information about where to cash stimulus checks without a bank account:

<https://getmypaymentil.org/>

What can I do if I didn't file a 2018 or 2019 tax return?

The IRS encourages anyone who has not filed a tax return for 2018 or 2019 to file as soon as they can. The IRS has extended the tax deadline until July 15th, 2020.

Please visit: <https://www.irs.gov/coronavirus/non-filers-enter-payment-info-here> to determine eligibility and enter information to receive the stimulus check.

Please visit the *IRS Economic Impact Payments: What you need to know* page for further information:

<https://www.irs.gov/newsroom/economic-impact-payments-what-you-need-to-know>

X. Resources for Employers

OSHA's response to COVID-19 has been evolving. The agency has issued directives and guidance documents for employers here: <https://www.osha.gov/SLTC/covid-19/>

Illinois OSHA's On-Site Safety and Health Consultation Program helps Illinois businesses meet the Federal OSHA health and safety regulations. This free consultation process is voluntary and primarily provided to small and medium-sized businesses. To request a consultation fill out a form online here: <https://www2.illinois.gov/idol/Laws-Rules/safety/Consultation/Pages/Consultation-Visit-Request.aspx>

XI. Illinois Resources by Need & Community

HOUSING AND RENT ASSISTANCE

There has been no suspension of rent payments for Chicago or the State of Illinois. This means tenants are still obligated to pay their rent per the terms of their lease. The Illinois Housing Development Authority's (IHDA) office is closed to the public until further notice; however, IHDA contracts with local agencies and select properties around the state to provide rental assistance. Their website has a list of contacts to help you apply. More information can be found at: <https://www.ihda.org/rental-housing/#SearchTools>

Rent Assistance provides a directory of rental assistance agencies and organizations that will help you pay your rent. Some listings are government organizations other are non-profits and charities that offer rental assistance programs. Each organization has its own eligibility rules and conditions. You are encouraged to call directly to find out what you need to do. View the resource at: <https://www.rentassistance.us/>

Chicago Rent Assistance

Rent and rent arrears payment is available for individuals and families that are in immediate risk of eviction. Payment will be made to the property owner/manager 7 to 10 days from the date the renter's application is approved. Property owners must agree to participate in the program and cannot be a relative of the applicant or live in the household of the applicant. Additionally, eligible applicants must demonstrate an ability to meet rent payments after assistance has been granted— based on the applicant's current or anticipated income.

To be eligible the household must have experienced a documented crisis or emergency within the last 90 days:

- Temporary loss of income
- Fire or flood
- Court order to vacate (foreclosure or eviction)
- Domestic violence

To apply, residents should submit all required documentation and completed application forms to one of the following Community Service Center locations:

Englewood Community Service Center

1140 West 79th Street, Chicago, IL 60620
312-747-0200

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

Dr. Martin Luther King Jr. Community Service Center

4314 South Cottage Grove, Chicago, IL 60653
312-747-2300

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

South Chicago Community Service Center

8650 South Commercial Avenue, Chicago, IL 60617
312-747-0500

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

Garfield Community Service Center

10 South Kedzie Avenue, Chicago, IL 60612
312-746-5400

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

North Area Community Service Center

845 West Wilson Avenue, Chicago, IL 60640
312-744-2580

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

Trina Davila Community Service Center

4300 West North Avenue, Chicago, IL 60639
312-744-2014

Apply in person: Daily, Monday–Friday, 9 a.m. to 5 p.m.

For more information on Chicago's rental assistance program visit: https://www.chicago.gov/city/en/depts/fss/provdrs/serv/svcs/how_to_find_rentalassistanceinchicago.html

Those in unstable housing situations can find shelters across Illinois at: <https://www.shelterlist.com/state/illinois>

Utilities

In response to the current crisis, all private water, electric, and natural gas utilities in Illinois are required to temporarily create flexible payment procedures, NOT charge late payment fees, and NOT disconnect service.

ComEd is providing flexible plans for people who are unable to make their usual payments due to coronavirus and will work with you on restorations. Call ComEd at: 800-334-7661 or visit: www.ComEd.com/DPA.

People's Gas is allowing for payment plans and extension of due dates. Call: 877-832-6747 or visit their website: www.peoplesgas.com.

Nicor Gas has budget plans available, as well as some select grants. Call: 888-642-6748, or email: customercare@nicorgas.com

Comcast Xfinity is offering eligible new customers 60 days of complimentary internet service. Comcast Xfinity WiFi hotspots located in businesses and outdoor locations across the country are available to anyone who needs them for free, including non-subscribers. For more information, visit: <https://corporate.comcast.com/covid-19>

City of Chicago Department of Water offers payment plans and has a Utility Billing Relief Program (UBR). They are only accepting inquiries by email: utilitybill@cityofchicago.org.

The Low-Income Home Energy Assistance Program (LIHEAP) helps eligible households pay for home energy services. For information about LIHEAP visit: <https://www2.illinois.gov/dceo/CommunityServices/UtilityBillAssistance/Pages/default.aspx>

For more information contact: Office of Community Assistance, Illinois Department of Commerce by phone: 1-877-411-9276 and 217-785-2533 or email: communityassist@illinois.gov

FOOD & MEAL ASSISTANCE

The Families First Coronavirus Response Act passed by the US Congress temporarily suspends work requirements for Able-Bodied Adults Without Dependents (ABAWDs) during the state of emergency. Starting April 1, 2020, the SNAP work requirement for ABAWDs was temporarily suspended in every county in Illinois.

If you need food during this crisis:

- Apply online for SNAP benefits at www.abe.illinois.gov,
- If you need help applying for SNAP benefits, call the Greater Chicago Food Depository at 773-843-5416,
- To find a food pantry near you, use the food locator at www.chicagosfoodbank.org/find-food/,
- Call the Illinois Hunger Coalition's Hunger Hotline at 800-359-2163 to find emergency food and other resources in your area.

The Illinois Department of Human Services is now offering online purchasing for SNAP customers. This was automatically provided to all current Link card holders on June 2, 2020 and can be used online at Amazon and Walmart. To use SNAP benefits online, visit Amazon.com/SNAP or GroceryWalmart.com and follow the instructions on the screen.

The Greater Chicago Food Depository is providing grab-and-go meals so families can maintain social distancing. Their outreach team is also available to assist people who need to get connected to the SNAP program. For more information contact: (773) 843-5416 or visit: <https://www.chicagosfoodbank.org/>

Food Not Bombs is an all-volunteer organization dedicated to nonviolent social change. Food Not Bombs recovers food that would otherwise be thrown out and makes fresh hot vegan and vegetarian meals that are served outside in public spaces to anyone without restriction. Many Food Not Bombs groups also share groceries and organize other efforts to support their communities. Each independent group also serves free meals at protests and other events. Visit their website for more information: http://foodnotbombs.net/new_site/

RESOURCES FOR UNDOCUMENTED WORKERS, IMMIGRANTS & REFUGEES

In response to the pandemic, Immigration and Customs Enforcement (ICE) stated that it will “temporarily adjust its enforcement posture” to focus enforcement on public safety risks and individuals subject to mandatory detention based on criminal grounds. However, there are no provisions in any COVID-19 relief bills that limit ICE from conducting immigration enforcement.

The Illinois Coalition for Immigrant and Refugee Rights has created resources on immigration and ICE during COVID-19 available here: <https://www.icirr.org/community-resources>.

The National Immigration Law Center, the National Employment Law Project, and the OSH Law Project has created a helpful FAQ: Immigrant Workers' Rights and COVID-19. View the document here: <https://www.nelp.org/publication/faq-immigrant-workers-rights-and-covid-19/>.

Legal Aid Chicago (LAC) prioritizes providing legal services to human trafficking victims, migrant farm workers, and undocumented workers. LAC has an online application for legal assistance that available 24/7. You will be able to select an appointment time to speak with intake staff to review your application in more detail and determine next steps, which may include legal representation, advice, or referrals. To access the online application visit: <https://www.illinoislegalaid.org/get-legal-help>.

RESOURCES FOR CARETAKERS

Family Caregiver Alliance is committed to continuing to support caregivers through the evolving situation associated with the coronavirus. Their website offers resources for caregivers: <https://www.caregiver.org/coronavirus-covid-19-resources-and-articles-family-caregivers>

For information about childcare for essential workers, visit **Section VII: Paid Family Leave & Childcare in Illinois.**

If your child was receiving meals at school and you or your family is experiencing food insecurity, visit **Section XI: Illinois Resources by Need & Community: Food & Meal Assistance.**

ASIAN AMERICANS FACING XENOPHOBIA

It is important to remember that those of Asian descent are not at greater risk of spreading COVID-19 than other Americans. Many Asian Americans have experienced increased harassment and xenophobia since the start of the pandemic. Asian Americans seeking mental and emotional support should use Asian Human Services 24-hour crisis support hotline at 773-293-8488.

DISABLED WORKERS

Access Living continues to support the disability community in a multitude of ways, including creating and maintaining the below list of resources. View the resources here: <https://www.accessliving.org/our-services/covid-19-resources-for-the-disability-community/>

SEX WORKERS

The Sex Worker Advocacy and Resistance Movement has created a Sex Worker COVID-19 Support Document which can be accessed at: <https://bit.ly/2Knnhck>

WORKERS WHO USE DRUGS & OTHER SUBSTANCE

The Harm Reduction Coalition has offered guidance on Safer Drug Use During the COVID-19 Outbreak here: <http://apps.sph.uic.edu/webdocs/pdf/COVID19-safer-drug-use.pdf>

Information is available in Spanish here: <http://apps.sph.uic.edu/webdocs/pdf/COVID-Info-Spanish.pdf>

MENTAL HEALTH ASSISTANCE

The United States Substance Abuse and Mental Health Services Administration facilitates the Disaster Distress Helpline. For assistance, call 800-985-5990 or text Talk With Us to 66746.

The National Alliance on Mental Illness (NAMI) is the nation's largest grassroots mental health organization. NAMI has a dedicated hotline available at 800-950-6264 and has created a reference guide for coping during the COVID-19 pandemic: <https://www.nami.org/covid-19-guide>

The Wellness Society's Coronavirus Anxiety Workbook is a free online tool to help build resilience during difficult times. The Workbook can be found here: <https://thewellnesssociety.org/wp-content/uploads/2020/04/Coronavirus-Anxiety-Workbook.pdf>

RESOURCES FOR THOSE EXPERIENCING DOMESTIC VIOLENCE

An increased risk for domestic violence during the stay at home order led Illinois to expand services for domestic violence and sexual assault survivors. The Illinois Department of Human Services has expanded the role of the Domestic Violence Helpline.

Survivors may call the Illinois Domestic Violence Helpline directly at 877-863-6338 and be connected to emergency shelter services.

XII. Benefits Summary Table

Program	Benefits	Eligibility	Additional Info
ILLINOIS Unemployment Benefits	<p>Provides income to IL residents who are unemployed through no fault of their own and are actively seeking work with a base period income of \$1,600.</p> <p>CARES Act expands the benefits and adds an additional \$600 in benefits for those unemployed due to reasons related to COVID-19.</p>	<p>Persons whose employers have closed their place of business due to COVID-19 related reasons are eligible.</p> <p>Persons who are diagnosed with COVID-19 or are caring for an individual with COVID-19 are eligible.</p> <p>Parents who had to leave work to care for a child who's school is closed for reasons related to COVID-19 are eligible.</p>	<p>IDES is encouraging all unemployed individuals to apply for benefits. Whether you are a traditional employee, an independent contractor, or you are unsure which you are, apply now.</p>
Federal Stimulus Checks	<p>A one-time economic impact payment from the government. Single adults are eligible to receive the full payment of \$1,200. Married couples who have filed joint tax returns will be eligible to receive the full payment of \$2,400. Additional \$500 is available for each qualifying child.</p>	<p>Single adults must have income below \$75,000 to receive the full payment and married couples must have an income below \$150,000 to receive the full payment.</p>	<p>Any persons above the age of 16 who are claimed as dependents are ineligible for the stimulus check.</p> <p>Undocumented immigrants are ineligible for the stimulus check.</p>
FEDERAL Paid Sick Leave	<p>Allows for two weeks of paid sick leave.</p> <p>Payments are received at the regular rate with a maximum of \$511 per day.</p>	<p>Leave is granted if person is in quarantine or isolation as advised by Federal, State, local authorities or by a health care provider.</p> <p>A person seeking a medical diagnosis after experiencing COVID-19 symptoms is also eligible for paid sick leave.</p>	<p>There are no immigration status related restrictions to receive family and medical leave.</p> <p>Self-employed and gig workers are also eligible for the paid sick leave.</p> <p>Employers with under 50 or over 500 employees are exempt under this provision.</p>

Program	Benefits	Eligibility	Additional Info
<p>ILLINOIS</p> <hr/> <p>Paid Sick Leave</p>	<p>Illinois does not currently have a statewide paid sick leave policy.</p> <p>In both Cook County and the City of Chicago, for every 40 hours worked, an employee earns 1 hour of paid sick leave.</p>	<p>To be eligible for this benefit, an employee must have been employed at the workplace for at least 180 days.</p> <p>Paid sick leave can be granted if the employee or their family member are ill or injured. In the case of a public health emergency, if the employee's workplace closes or the employee must care for their child then paid sick leave can also be granted. The employee is also permitted to use paid sick leave if they or a family member are victims of domestic violence or a sex offense.</p>	<p>Currently, there is no statewide law in Illinois that ensures paid sick leave.</p> <p>Not all municipalities in Cook County opted in to the ordinance. Information about municipalities that have opted-out of the Cook County Earned Sick Leave Ordinance can be found here: https://www.cookcountyil.gov/service/cook-county-earned-sick-leave-ordinance-and-covid-19</p>
<p>FEDERAL</p> <hr/> <p>Paid Family and Medical Leave</p>	<p>Allows for two weeks of paid family and medical leave.</p> <p>If leave is required to care for a child whose school or place of care is closed due to COVID-19 then eligible employees may get an additional 10 weeks off.</p> <p>Payment is received at 2/3 the regular rate with a maximum of \$200 per day.</p>	<p>Leave is granted if needed to care for an individual or child due to reasons related to COVID-19.</p> <p>To receive an additional 10 weeks off, employee or worker must have been employed for 30 calendar days.</p>	<p>There are no immigration status related restrictions to receive this family and medical leave.</p> <p>Self-employed and gig workers are also eligible for the paid sick leave.</p> <p>Employers with under 50 or over 500 employees are exempt under this provision.</p>
<p>ILLINOIS</p> <hr/> <p>Paid Family Leave</p>	<p>Allows eligible employees to take unpaid leave, with the right to reinstatement under specific circumstances.</p>	<p>Eligible employees are able to receive 12 weeks of unpaid, job-protected leave for parental leave, or to care for personal serious illness or to care for a parent, spouse, or child.</p>	<p>Only employers with 50 or more employees are required to comply with the FMLA.</p> <p>Currently there are no statewide paid family leave policies.</p>

Contact Information

For the latest version of the guide, questions or comments about the content, and other resources, please contact us.

Center for Healthy Work

Phone: 312-996-2583

Email: healthywork@uic.edu

Website: Healthywork.uic.edu

Greater Lakes Center for Occupational Health & Safety

Phone: 312-996-0867

Email: cdonato@uic.edu

Website: glcohs.uic.edu

Policy, Practice & Prevention Research Center

Phone: 312-355-1144

Email: guddi@uic.edu

Website: p3rc.uic.edu

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**Center for
Healthy Work**

**Great Lakes Center for
Occupational Health
and Safety**

**Policy, Practice and
Prevention Research Center**