

# HR COMPLIANCE BULLETIN

## Chicago Narrows Paid Sick Leave Exemptions

A number of [amendments](#) to Chicago's Paid Sick Leave Ordinance take effect July 1, 2020. The Chicago City Council has also announced that certain employees who were to be exempt from the ordinance will instead be covered by the benefit. This change is intended to correct a drafting error in December 2019 amendments to the ordinance.

Specifically, the Chicago City Council recently [restored](#) the following workers to coverage under the ordinance, effective July 1, 2020:

- Outside salespeople
- Members of religious corporations or organizations
- Employees of accredited Illinois colleges or universities at which they are also students and are covered by the Fair Labor Standards Act
- Certain employees of motor carriers

### Revised Notice and Recordkeeping Rules

In addition, the city's Department of Business Affairs and Consumer Protection (BACP) issued [revised rules](#) on notices and recordkeeping under the ordinance. Under these rules, employers must provide notice of paid sick leave annually, in paychecks, and posted in the workplace in all languages spoken by employees for which BACP has provided notices. The revised rules also allow for electronic notices in some circumstances, and require records to reflect whether employees are tipped or non-tipped.

### Action Steps

Affected employers should become familiar with the December 2019 amendments, the May 2020 correction and the revised rules to ensure their paid sick leave policies comply with the amended ordinance.

### Highlights

- The Chicago City Council has restored certain categories of employees to coverage under the Chicago Paid Sick Leave Ordinance.
- Due to a drafting error, these employees had been exempted by amendments passed in December 2020.
- Revised paid sick leave rules have been issued, including changes to recordkeeping and notice requirements.

### Important Dates

#### May 20, 2020

Amendments to the Chicago Paid Sick Leave Ordinance were passed, striking some employee exemptions contained in amendments passed in December 2019.

#### July 1, 2020

December 2019 and May 2020 amendments go into effect, along with revised rules.

