



City of Chicago



SO2022-407

Office of the City Clerk

Document Tracking Sheet

Meeting Date: 1/26/2022

Sponsor(s): Villegas (36)
La Spata (1)

Type: Ordinance

Title: Amendment of Municipal Code Chapters 6-100 by adding new Section 6-100-015 requiring online transparency regarding minimum and maximum salaries in job listings

Committee(s) Assignment: Committee on Workforce Development

SUBSTITUTE
ORDINANCE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. Chapter 6-100 of the Municipal Code of Chicago is hereby amended by adding a new Section 6-100-015, as follows:

6-100-015 Minimum and maximum salary in job listings - Wage Transparency.

(a) It shall be an unlawful discriminatory practice for an Employer or agent thereof, to publicly display a job, promotion, or transfer opportunity, without stating the minimum and maximum hourly wage or salary of such position the Employer believes in good faith at the time of posting to be.

(b) For purposes of this Section:

(i) "Employer" shall have the meaning ascribed in Section 6-105-010.

(ii) "Employee" means an individual who performs work for an Employer, including (1) independent contractors in furtherance of the Employer's business enterprise, (2) the Employer's parent, spouse, domestic partner or child, if employed by the Employer, and (3) Domestic Workers as defined in Section 6-105-010.

(c) For purposes of promotional opportunities, Employers must make reasonable efforts to announce, post, or otherwise make known all opportunities for promotion to all current Employees prior to making a promotion decision.

(d) Nothing in this Section shall prohibit the Employer from deviating from a salary range posted pursuant to subsection (a) if such deviation is based on (i) a seniority system that does not discriminate on the basis of sex or gender identity, (ii) a merit increase system that does not discriminate on the basis of sex or gender identity, (iii) jobs that require the regular performance of different duties or services, (iv) a system that measures performance based on a quality or quantity of production, or (v) a factor other than sex or gender identity, such as education, training, credential, skill or experience.

SECTION 2. This ordinance shall take effect 10 days upon passage and publication.

Gilbert Villegas
Alderman, 36th Ward