



# Office of the City Clerk

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## Legislation Details (With Text)

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**File #:** SO2021-4644

**Type:** Ordinance      **Status:** Passed

**File created:** 10/14/2021      **In control:** City Council

**Final action:** 12/15/2021

**Title:** Amendment of Municipal Code Title 6 by modifying various sections and adding new Sections 6-100-010 and 6-100-030 regarding worker protections

**Sponsors:** Sadlowski Garza, Susan, Ramirez-Rosa, Carlos

**Indexes:** Ch. 100 General Employment Requirements, Ch. 105 Chicago Minimum Wage and Paid Secure Leave Ordinance, Ch. 110 Chicago Fair Workweek Ordinance

**Attachments:** 1. SO2021-4644.pdf, 2. O2021-4644.pdf

Date	Ver.	Action By	Action	Result
12/15/2021	1	City Council	Passed as Substitute	Pass
12/2/2021	1	Committee on Workforce Development		
10/14/2021	1	City Council	Referred	

### **SUBSTITUTE ORDINANCE**

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

SECTION 1. Section 6-100-010 of the Municipal Code of Chicago is hereby renumbered as Section 6-105-015, as indicated by adding the language underscored, and by deleting the language struck through, as follows:

#### **€-100-010 6-105-015 Procedures for payment of wages.**

No person engaged in any business within the city shall issue, in payment of or as evidence of indebtedness for wages due an employee for labor, any acknowledgement of indebtedness, including but not limited to scrip, time checks or store orders, unless such evidence of indebtedness is payable or redeemable upon demand, without discount and for face value in lawful money of the United States at the office or place of business of such person.

SECTION 2. A new Section 6-100-010 of the Municipal Code of Chicago is hereby created by adding the language underscored, as follows:

#### **6-100-010 Definitions.**

For purposes of this title, the following definitions apply:

"Commissioner" means the Commissioner of Business Affairs and Consumer Protection or the Commissioner's designee.

"CPI" means the Consumer Price Index for All Urban Consumers most recently published by the Bureau of Labor Statistics of the United States Department of Labor.

"Department" means the Department of Business Affairs and Consumer Protection.

"Family member" means a Covered Employee's child, ward, legal guardian, parent, spouse under the laws of any state, domestic partner, spouse or domestic partner's parent, sibling, grandparent, grandchild, or any other individual related by blood or whose close association with the Employee is the equivalent of a family relationship. A child includes not only a biological relationship, but also a relationship resulting from an adoption, step-relationship, and/or foster care relationship, or a child to whom the Employee stands in loco parentis. A parent includes a biological, foster, step-parent or adoptive parent or legal guardian of an Employee, or a person who stood in loco parentis when the Employee was a minor child.

"Wage" means compensation due an Employee by reason of employment.

SECTION 3. Because of a scrivener's error, there are currently two sections in the Municipal Code numbered as 6-100-020. The Section titled "Violation - Penalty" is hereby amended by adding the language underscored, and by deleting the language struck through, as follows:

**6-100-020 Violation - Penalty.**

Any violation of this chapter title which does not state a penalty shall be punishable by a fine of not less than \$500.00 nor more than \$1,000.00 for each offense. Each violation of this chapter title shall constitute a separate offense.

SECTION 4. Because of a scrivener's error, there are currently two sections in the Municipal Code numbered as 6-100-020. The Section titled "Contracts for Domestic Workers" is hereby re-numbered as Section 6-120-020, as indicated by adding the language underscored, and by deleting the language struck through, as follows:

**~~6-100-020~~ 6-120-020 Contracts for Domestic Workers**

All employers of Domestic Workers, as that term is defined in Section 6-105-010, shall provide a written contract to the Domestic Worker, setting forth the wage, as defined in Section 6-100-010, and the Work Schedule, as those terms are defined in Section 6-110-020, agreed upon between the employer and the Domestic Worker. The employer shall provide the written contract to the Domestic Worker in the Domestic Worker's primary language, upon that Domestic Worker's request.

SECTION 5. Chapter 6-100 of the Municipal Code of Chicago is hereby amended by adding a new Section 6-100-030, underscored as follows:

**6-100-030 Retaliation prohibited.**

It shall be unlawful for any employer to discriminate in any manner or take any adverse action against any individual in retaliation for exercising any right under this title, including, but not limited to, disclosing, reporting, or testifying about any violation of this title or rules promulgated thereunder.

SECTION 6. Section 6-105-010 of the Municipal Code of Chicago is hereby amended and by deleting the language struck through, as follows:

**6-105-010 Definitions.**

For purposes of this chapter, the following definitions apply:

~~"Commissioner" means the Commissioner of Business Affairs and Consumer Protection.~~

*(Omitted text is unaffected by this ordinance)*

~~"CPI" means the Consumer Price Index for All Urban Consumers most recently published by the Bureau of Labor Statistics of the United States Department of Labor.~~

*(Omitted text is unaffected by this ordinance)*

~~"Family member" means a Covered Employee's child, ward, legal guardian, parent, spouse under the laws of any state, domestic partner, spouse or domestic partner's parent, sibling, grandparent, grandchild, or any other individual related by blood or whose close association with the Employee is the equivalent of a family relationship. A child includes not only a biological relationship, but also a relationship resulting from an adoption, step-relationship,~~

~~and/or foster care relationship, or a child to whom the Employee stands in loco parentis. A parent includes a biological, foster, stepparent or adoptive parent or legal guardian of an Employee, or a person who stood in loco parentis when the Employee was a minor child.~~

*(Omitted text is unaffected by this ordinance)* ~~"Wage" means compensation~~

~~received by an Employee by reason of employment.~~

SECTION 7. Section 6-110-020 of the Municipal Code of Chicago is hereby amended by deleting the language struck through, as follows:

**6-110-020 Definitions.**

As used in this chapter, the following terms shall have the following meanings:

*(Omitted text is unaffected by this ordinance)*

~~"Commissioner" means the Commissioner of Business Affairs and Consumer Protection or the Commissioner's designee.~~

*(Omitted text is unaffected by this ordinance)*

~~"CPI" means the Consumer Price Index for All Urban Consumers most recently published by the Bureau of Labor Statistics of the United States Department of Labor.~~

~~"Department" means the Department of Business Affairs and Consumer Protection.~~

*(Omitted text is unaffected by this ordinance)*

~~"Family member" shall have the definition applied to that term in Section 6-105-010.~~

*(Omitted text is unaffected by this ordinance)*

SECTION 8. Ten days after due passage and publication, Section 3 of ordinance shall be in full force and effect. The remainder of this ordinance shall be in full force and effect on January 1, 2022, after passage and approval.

Susan Sadlowski Garza Alderwoman, 10th Ward  
Carlos Ramirez Rosa Aldermen, 35th Ward