

workforce

**ORDINANCE**

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

**SECTION 1.** Section 6-130-100 of the Municipal Code of Chicago is hereby amended by inserting the language underscored, and by deleting the language struck through, as follows:

**6-130-100 Private cause of action.**

If any Covered Employee is not allowed a benefit to which the Covered Employee is entitled under this chapter, the Covered Employee shall give written notice of the alleged violation to the Employer. Following receipt of written notice under this section, the Employer shall have 30 days to cure the alleged violation. If the Employer has not cured the alleged violation within such 30-day period, the Covered Employee may initiate a civil action asserting that they were subjected to a violation of this chapter, and the Covered Employee may recover in a civil action damages equal to three times the full amount of any leave denied or lost by reason of the violation, and the interest on that amount calculated at the prevailing rate; together with costs and such reasonable attorney's fees as the court allows. For Paid Sick Leave provisions under this chapter, such right to private cause of action shall be available on December 31, 2023. For Paid Leave provisions under this chapter, such right to a private cause of action shall not be available until for violations of this chapter occurring before January 1, 2025.

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

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BRENDAN REILLY  
Alderman, 42nd Ward  
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