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Cook County Commission on Human Rights

Cook County Minimum Wage Ordinance

NOTICE TO EMPLOYEES

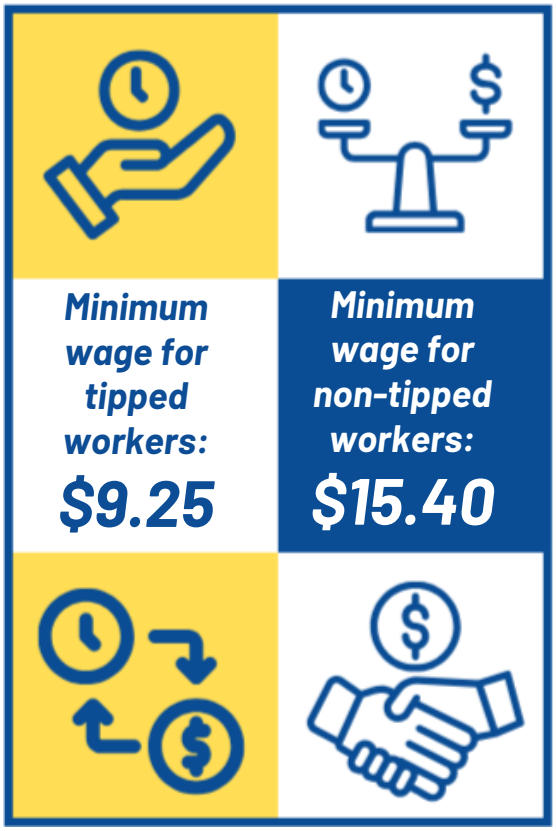
You are covered by the Cook County Minimum Wage Ordinance (MWO) if:

1. You have worked for an employer in Cook County for at least 2 hours in any 2-week period, **and**
2. Your employer has 4 or more employees (or you are a domestic worker), **and**
3. Your employer (i) maintains a business facility in Cook County **or** (ii) is issued a business license by Cook County.

❖ Teenagers (under the age of 18) are not entitled to the County's minimum wage. Instead, they must be paid the State's minimum wage for workers under 18.

If you believe your employer has underpaid you or violated the Ordinance in another way, you can file a complaint with the Cook County Commission on Human Rights:

- You can file a complaint for violations of the Minimum Wage Ordinance using this online complaint form. Translated complaint forms are available in the Downloads section of the File a Complaint for Unlawful Discrimination or Harassment webpage.
- If you have questions, contact us! The Commission can be reached Monday through Friday from 8:30 a.m. to 4:30 p.m. by phone or email and by appointment.
- More information is available at **cookcountyil.gov/MWO** or by scanning the QR Code below.



Effective Date 7/1/2026

Visit **www.cookcountyil.gov/MWO** for more information.