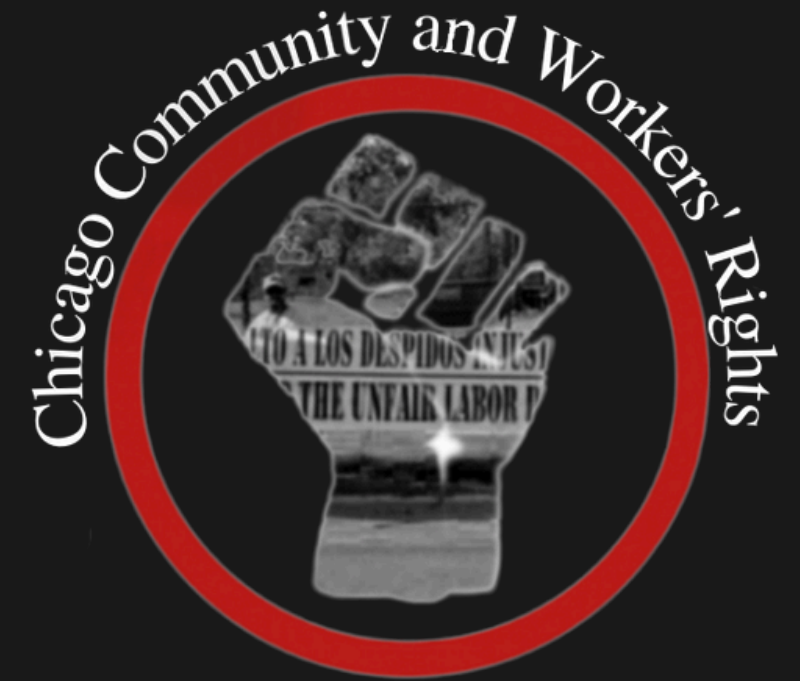


KNOW YOUR RIGHTS!
Worker and Immigrant Rights

CHICAGO COMMUNITY AND WORKERS' RIGHTS





OUR MISSION

Chicago Community and Workers' Rights (CCWR) is an organization **led by workers for workers, regardless of immigration status, dedicated to educating, building leadership, and gathering resources in order to develop organizing tools and collective strategies of resistance against labor rights abuses, towards just living conditions for our families.**

IN ILLINOIS, REGARDLESS OF IMMIGRATION STATUS, YOU HAVE THE RIGHT TO:



Receive payment for every hour worked

Have a safe and secure workplace without discrimination

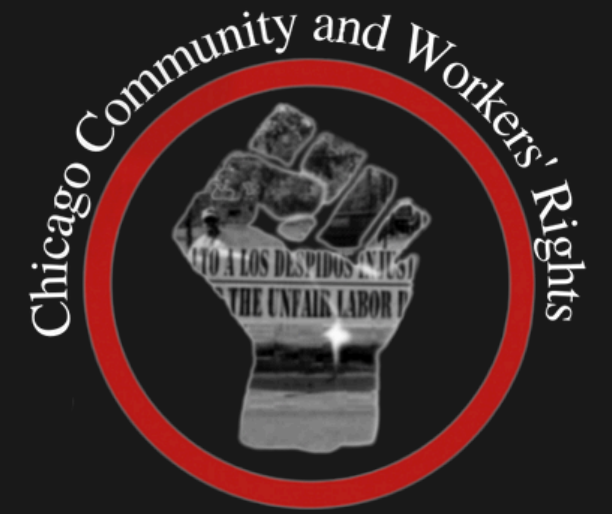
Receive time and a half after working over 40 hours a week

Organize for better working conditions through collective actions

Receive 66% of your salary and paid medical bills if you suffered an accident on the job

Receive the minimum wage established by state law, which as of January 2026 in Illinois is \$15 per hour.

IN ILLINOIS, REGARDLESS OF IMMIGRATION STATUS, YOU HAVE THE RIGHT TO:



-Have a minimum of twenty-four hours off each calendar week and a 20-minute meal period for each 7.5-hour shift beginning no later than 5 hours after the start of the shift.

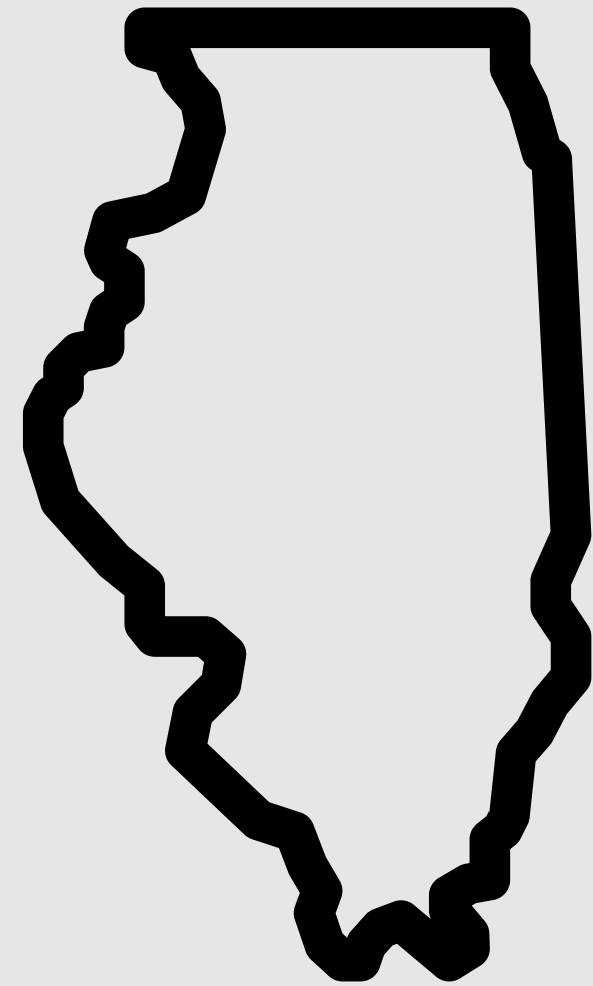
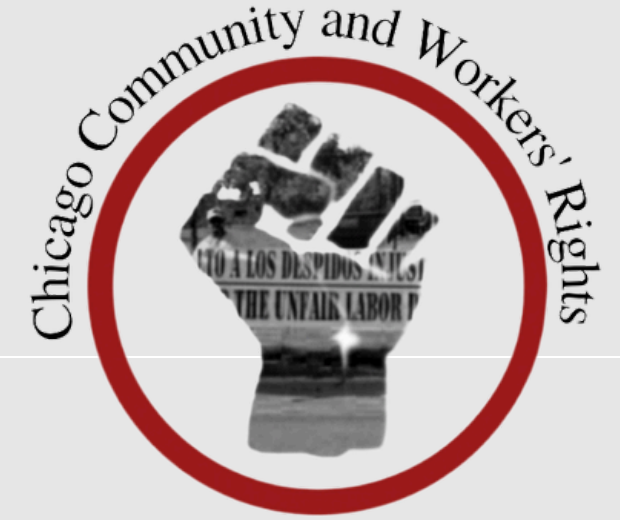
-Workers must have an additional 20-minute meal break if they work a shift of 12 hours or more. Reasonable bathroom breaks do not count toward a meal break.

-The law allows employers to obtain permits from the Department for employees to work on the seventh day, provided the employees have chosen to work voluntarily.

-If you work in Chicago & Cook County, you have the right to receive 5 paid sick days for every 12 month period worked

-All domestic workers must receive at least the minimum wage established by law.

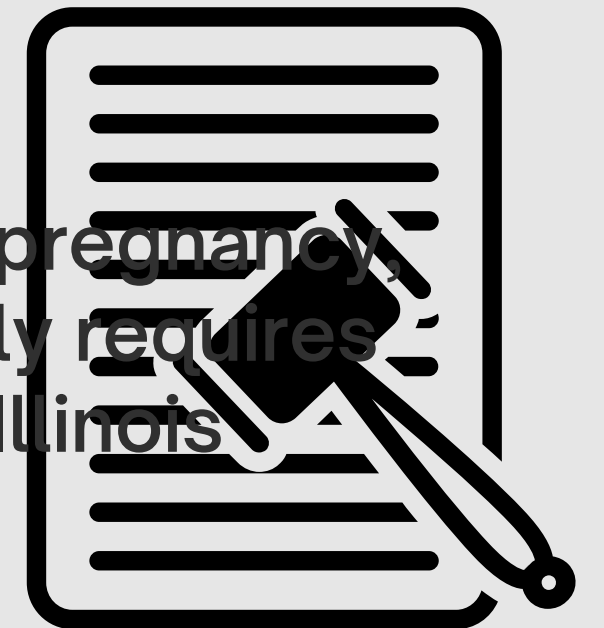
DISCRIMINATION IS **PROHIBITED** IN ILLINOIS



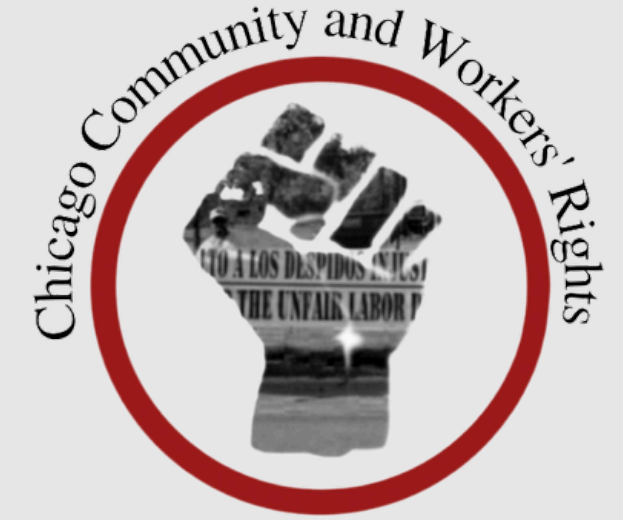
Discrimination based on race, sex, gender, nationality, age, religion, disability, and sexual orientation is prohibited.

In Chicago, there is no minimum length of employment required for an employee to file a discrimination complaint, as long as the employer has had at least one employee in the state for at least 20 calendar weeks in the year the alleged discrimination occurred or the preceding year.

However, if the complaint involves sexual harassment, pregnancy, retaliation, or a physical or mental disability, the law only requires that the employer have an employee, according to the Illinois Department of Human Rights.



PREGNANCY AND YOUR RIGHTS IN THE WORKPLACE



During pregnancy, an employee has the right to ask for reasonable and safe work tasks, be allowed more bathroom breaks, and receive help with work tasks that require heavy lifting. A pregnant employee also has the right to ask for time off to recover from their pregnancy.



MINIMUM WAGE IN ILLINOIS 2026

MINIMUM WAGES			
	Hourly wage	*Hourly wage if you receive tips	Hourly wage (for those under 18)
Illinois	\$15.00	\$9.00	\$13.00
Chicago 4 to 20 employees	\$16.60	\$12.62	\$16.50
Cook County	\$15.00	\$9.00	\$13.00

*** If tipped workers do not complete the minimum wage established by law, the employer must complete the missing part of the wage.**

KNOW YOUR WORKER RIGHTS!

MINIMUM WAGE



Illinois :

As of 01/01/25 the state minimum wage is \$15.00 per hour

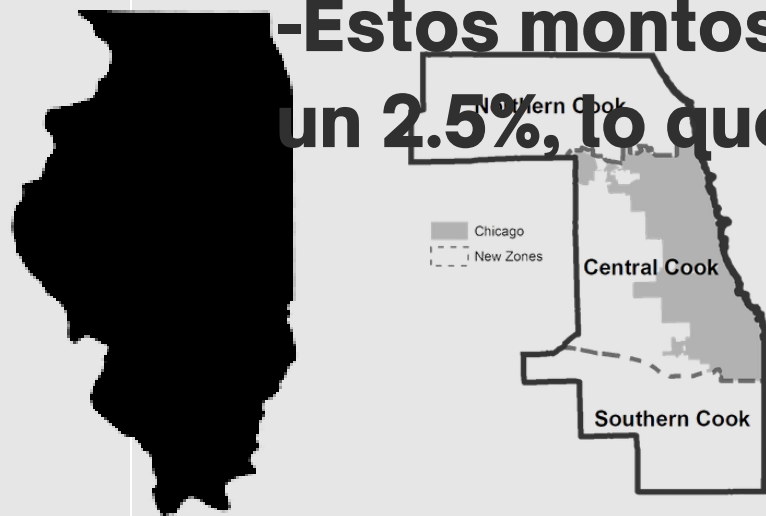
Cook County (excluding the city of Chicago):

As of January 1, 2025, the county minimum wage is \$15.00 per hour and \$9.00 per hour if you work with tips (Some cities in Cook County have chosen not to enforce Cook County minimum wages but must enforce and respect Illinois State minimum wages.

City of Chicago

-As of July 1, 2025, the City of Chicago requires a minimum wage of \$16.60 per hour for employers with four or more employees, and \$12.62 per hour for tipped workers.

-Estos montos se ajustan cada julio basado en el índice de precios al consumidor o un 2.5%, to que sea menor



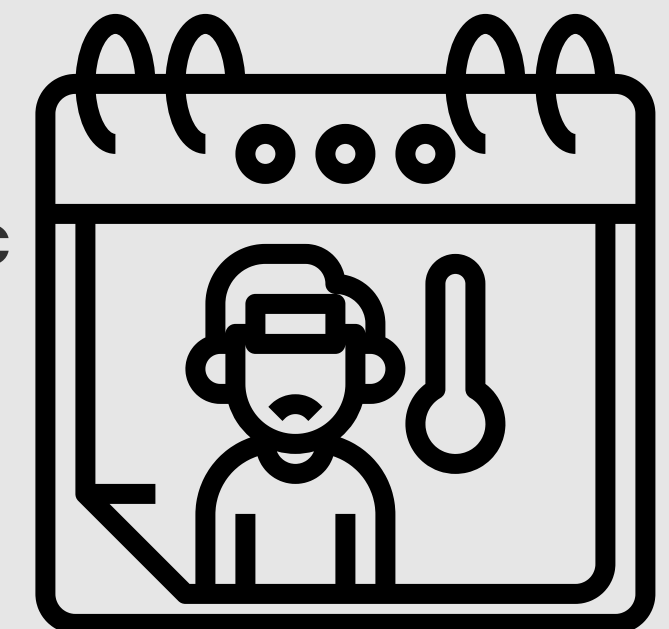
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If you work in the city of Chicago:

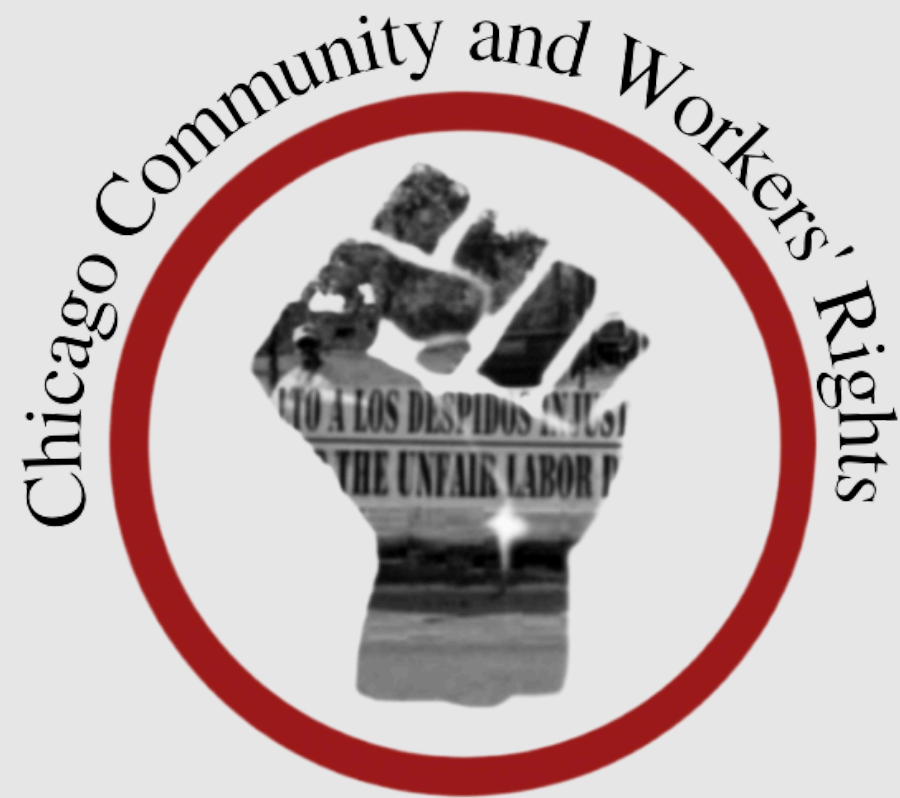
- **You are entitled to five paid sick days in any 12-month period and five paid time off. This paid time off can be used for any reason.**
- **In Illinois, workers are entitled to one paid hour of paid time off for every 40 hours worked, which can be accumulated up to a total of 40 hours in a year.**
- **If you do not use your paid time off, you can accumulate up to 16 hours to use as you wish the following year.**
- **If you do not use all of your sick days, you can carry over up to 80 hours to the following year.**

You can use sick days for various situations, for example: Recovering from an illness or injury

- **Caring for a sick or injured family member**
- **Seeking protection or legal services if you are a victim of domestic violence, sexual assault, or harassment**
- **Attending medical appointments for yourself or your family**



CONT.



You can call CCWR, a non-profit worker center that supports workers with filing complaints and following up on them. Call: (773) 653-3664. You can also leave a message or send a text.

Companies should not retaliate against workers who make a complaint if companies are not following the policies of the proper authorities.

In accordance with Section 25 (b) of the Whistleblower Protection Act, 740 ILCS 174, companies are prohibited from retaliating against an employee for disclosing information when the employee has reasonable grounds to believe there is a violation of a state law or federal, rule, or regulation.





Workers also have rights if the police or immigration (ICE) comes into their workplace



IMPORTANT!

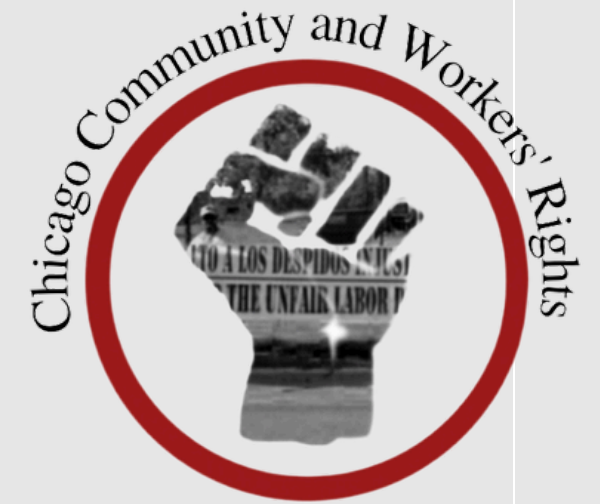


Immigration officers must have a search warrant signed by a judge, or authorization from the employer, to enter your workplace.

If it is a public place, they do not need a search warrant.

- Stay calm
- Do not run away! It can be seen as an admission that you have something to hide.
- Tell them that you are exercising your right to remain silent.
- **Do not sign or answer anything without the presence of a lawyer.**

KNOW WHAT DOCUMENTATION TO BRING WITH YOU



To: Immigration or Other Officer

Right now I am choosing to exercise my legal rights.

- I will remain **silent**, and I refuse to answer your questions.
- If I am detained, I have the right to contact an attorney **immediately**.
- I refuse to sign anything without advice from an attorney. — Thank you.

Al funcionario de inmigración u otro tipo de funcionario:

En este momento elijo ejercer mis derechos legales.

- Permaneceré en **silencio**, y me niego a responder a sus preguntas.
- Si me detienen, tendré el derecho de comunicarme con un abogado **inmediatamente**.
- Me niego a firmar nada sin haber consultado con un abogado. — Gracias

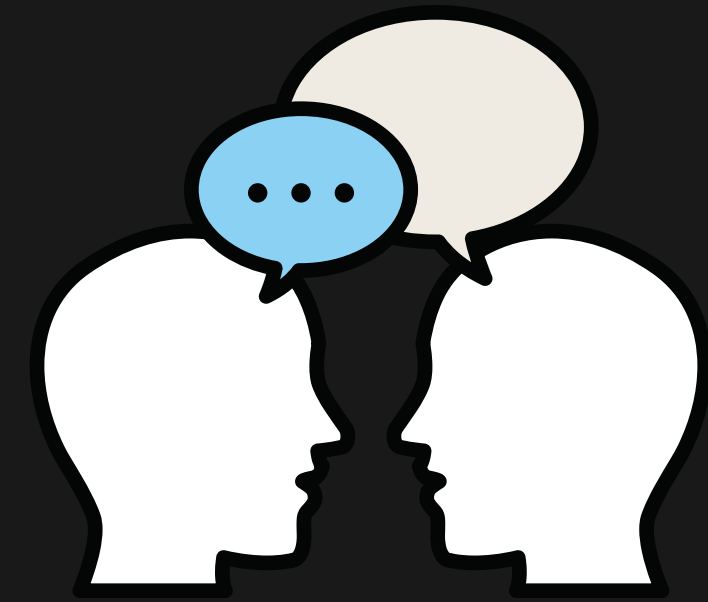
Carry a card with the contact information of your immigration attorney and your union representative.

Carry a card with you stating that you are going to exercise your right to remain silent.

IF POSSIBLE, DEVELOP AN ACTION PLAN WITH YOUR CO-WORKERS



Talk to your co-workers to see if they would be willing to make the collective decision that everyone - regardless of immigration status - will remain silent and ask to speak to an attorney in the event of a workplace raid



Tell your co-workers not to run away and to stay calm in the event of a raid.



If there is a union in your workplace, contact your union representative to learn more about how to prepare for a raid (and what to do in case there is a raid or someone is arrested).

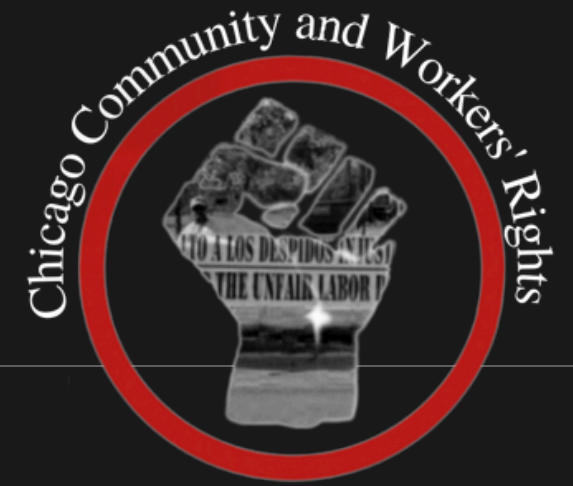
CONT.

DOCUMENT EVERYTHING

Be prepared to document all the events that occurred, including any action taken by immigration agents that might be against the law, the names and official license plate numbers of the immigration agents, and the names and dates of birth of detained immigrants.



AN ICE AUDIT



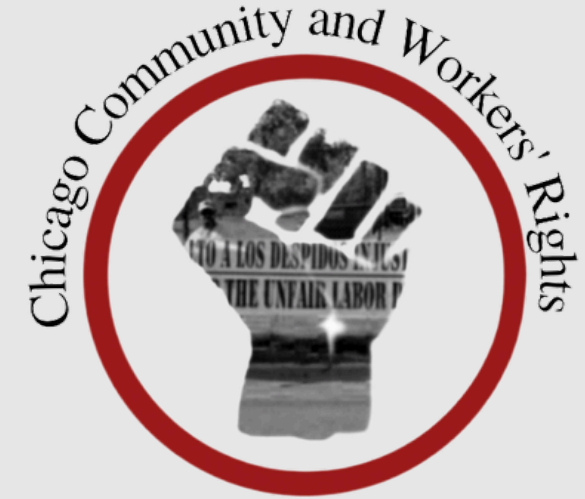
ICE can go to any company for an audit and ask for copies of forms I-9 to verify worker information.

When ICE finds a discrepancy, it notifies the company so that the worker can correct it. The company must then notify the worker and give him time to correct the discrepancy.

If the worker cannot prove that his documents are valid, the company will fire him.



WHAT DO I DO IF I RECEIVE THE MEMORANDUM OR NOTICE THAT I HAVE TO GO FOR AN ICE AUDIT?



A worker does not have to tell their employer their immigration status, and they can work until the last day they were given to leave.

A worker, even if they have been fired, has the right to receive all their benefits: 401 K, vacations, overtime, bonuses, profit sharing, pensions, etc.

IT IS IMPORTANT THAT YOU DOCUMENT THE VIOLATIONS OF YOUR RIGHTS

At any moment if you think that your rights are not being respected, it is important that you document what is happening. Write down every detail as soon as possible:

Incident date

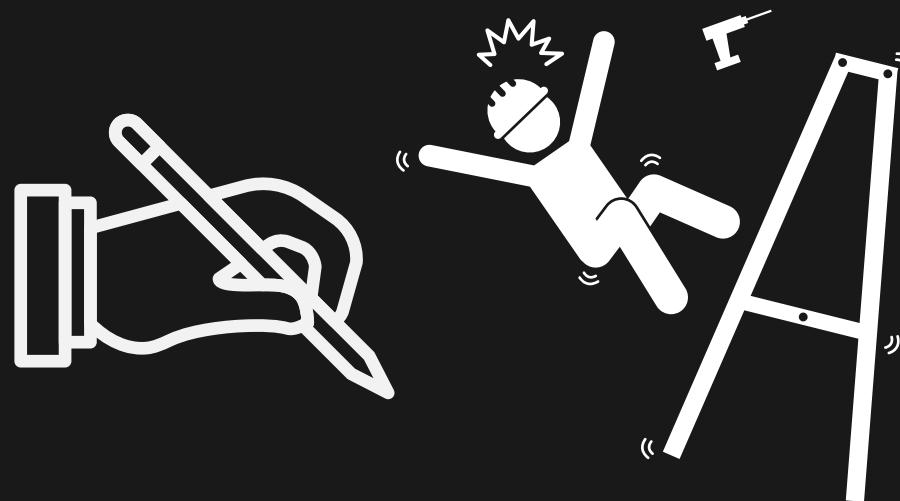
Incident time

What happened

If you talk to someone:

Write their name, the authority or rank they have at work, who was around, were there witnesses?

What you write is important because it can be part of the documentation that must be submitted if you decide to file a complaint. It can be used as evidence in front of an authority. You cannot record anyone without their authorization- that cannot be used as evidence.



In the case of a work accident, it is important that you immediately let a company authority know what happened. If your health is in danger, ask that they send you immediately to the doctor. If the company does not send you, you yourself can go to a doctor to evaluate the damage.

If you do not follow those steps, you could put at risk your right to receive compensation.

SOME INSTITUTIONS RELATED TO THE COMPLIANCE OF LABOR LAWS



Department of labor (DOL)

The DOL is responsible for administering federal employment laws such as the minimum wage law. The Department promotes the welfare of unemployed, workers and retired people.

Wage and Hour Division

The office of the Department of Labor is responsible for enforcing the country's labor laws, including those that have to do with the minimum wage and the employment of minors.

Occupational Safety and Health Administration (OSHA)

OSHA is an agency of the Department of Labor that promotes safe working conditions, investigates safety complaints, and prevents workplace injuries.

SOME INSTITUTIONS RELATED TO THE COMPLIANCE OF LABOR LAWS



National Labor Relations Board (NLRB)

The NLRB is an independent federal agency that governs relationships between businesses, unions, and workers. They investigate and provide solutions to illegal practices committed by companies and unions.

The Illinois Department of Human Rights

They administer the Illinois Human Rights Act, which prohibits discrimination with respect to employment, financial credit, public accommodations, housing, and sexual harassment, as well as sexual harassment in education.

Equal Employment Opportunity Commission (EEOC)

The EEOC is a federal government agency that enforces the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act, and the Rehabilitation Act for employment discrimination. .

Although we have these rights, they are not always respected. Many times we have to fight for them!

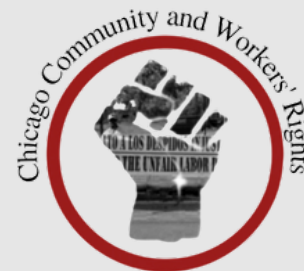
If you have questions or need more information you can call CCWR at (773)653-3664



[Facebook.com/chicagoworkersrights](https://www.facebook.com/chicagoworkersrights)



[Twitter.com/chicagoworkersr](https://twitter.com/chicagoworkersr)



www.Chicagoworkersrights.org

**PROTECT
YOUR
RIGHTS!**



**FIGHT FOR YOUR
RIGHTS!**

