

CHICAGO LABOR STANDARDS

ALL WORKERS ARE COVERED BY THE ANTI-RETALIATION ORDINANCE



COVID-19 VACCINE ANTI-RETALIATION

PROTECTS WORKERS FROM RETALIATION RELATED TO COVID-19 VACCINATION

The **Vaccine Anti-Retaliation Ordinance** allows workers in Chicago – including independent contractors -- to get vaccinated during their work hours, requires pay for hours taken to get vaccinated from Employers that make vaccination mandatory, and prohibits retaliation for taking time during a shift to get vaccinated

The Vaccine Anti-Retaliation Ordinance offers the following protections

#	Protection
1	An employer may not require a worker to be vaccinated during off-shift hours, and cannot retaliate against a worker for taking time during a shift to get vaccinated
2	A worker may use their accrued paid sick leave or paid time off to get the vaccine, and their employer must allow them to use accrued paid time for that purpose
3	An employer that requires a worker to get vaccinated must compensate the worker for the time, up to four hours per dose, that the worker uses to get vaccinated, if the vaccine appointment is during their shift. In this case, an employer cannot require the worker to use their paid sick leave or paid time off to cover the hours missed to get vaccinated
4	An employer cannot retaliate against a worker for taking time during a shift to get a vaccine



FILE A COMPLAINT

Call 311, use the CHI 311 app, or file a Complaint Form at
www.chicago.gov/laborstandards

For further detail, contact the Office of Labor Standards at
bacplaborstandards@cityofchicago.org or 312-744-2211