

SUBSTITUTE
ORDINANCE

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

SECTION 1. Section 6-105-030 of the Municipal Code of Chicago is hereby amended by adding the language underscored, and by deleting the language struck through, as follows:

6-105-030 Minimum hourly wage in occupations receiving gratuities.

(a) Every Employer of a Covered Employee engaged in an Occupation in which Gratuities have customarily constituted part of the remuneration is entitled to an allowance for ~~gratuities~~ Gratuities as part of the hourly ~~wage~~ Wage rate provided in Section 6-105-020(b) in an amount not to exceed:

(1) 40 percent of the applicable minimum ~~wage~~ Wage rate until July 1, 2024.
(2) 32 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2024, until and including June 30, 2025.

(3) 24 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2025, until and including June 30, ~~2026~~ 2028.

(4) (A) For Employers that have 21 or more Employees, 16 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, ~~2026~~ 2028, until and including June 30, ~~2027~~ 2029.

(B) For Employers that have more than 3, but fewer than 21 Employees, 24 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2028, until and including June 30, 2029.

(5) (A) For Employers that have 21 or more Employees, 8 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, ~~2027~~ 2029, until and including June 30, ~~2028~~ 2030.

(B) For Employers that have more than 3, but fewer than 21 Employees, 24 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2029, until and including June 30, 2030.

(6) (A) On and after July 1, ~~2028~~ 2030, an ~~employer~~ Employer with 21 or more Employees shall not be entitled to an allowance for ~~gratuities~~ Gratuities and shall pay each Covered Employee no less than the applicable minimum ~~wage~~ Wage rate.

(B) For Employers that have more than 3, but fewer than 21 Employees, 16 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2030, until and including June 30, 2031.

(7) For Employers that have more than 3, but fewer than 21 Employees, 12 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2031, until and including June 30, 2032.

(8) For Employers that have more than 3, but fewer than 21 Employees, 6 percent of the applicable minimum ~~wage~~ Wage rate on and after July 1, 2032, until and including June 30, 2033.

(9) On and after July 1, 2033, an Employer that has more than 3 Employees shall not be entitled to an allowance for ~~Gratuities~~ Gratuities and shall pay each Covered Employee no less than the applicable minimum ~~wage~~ Wage rate.

(Omitted text is unaffected by this ordinance)

SECTION 2. This ordinance shall be in full force and effect upon passage and publication.