**Section 200.270 Local Paid Leave Ordinances**

a) The Act and this Part *shall not apply to any employer that is covered by a municipal or county ordinance that is in effect on* January 1, 2024 *that requires employers to give any form of paid leave to their employees, including paid sick time or paid leave.* [820 ILCS 192/15]

b) An employer that qualifies for subsection (a) but who employs employees who are not covered by such municipal or county ordinance, is required to provide paid leave to such employees in accordance with the Act.

EXAMPLE: Employer A is located in the city of Commerce, Illinois, which has a local paid leave ordinance. Employer A also has a branch location located in the city of Anytown, Illinois, which does not have a local paid leave ordinance. Employer A provides paid leave in accordance with that ordinance to its employees in Commerce. Employer A is required to comply with the Act and this Part in relation to its employees working in Anytown.

c) Notwithstanding the provisions of subsection (a), any employer that is not required to provide paid leave to its employees, including paid sick leave, under a municipal or county ordinance that is in effect on January 1, 2024 shall be subject to the provisions of the Act and this Part if the employer would be required to provide paid leave under the Act to its employees. This shall include employers located in municipalities or counties that have opted out of an overlapping jurisdiction's paid leave law.

d) If a municipality or county enacts or amends a local law or ordinance to provide paid leave time, including paid sick leave, after January 1, 2024, and the local law or ordinances provides equal or greater paid leave benefits, rights, and remedies than the Act, then the employer shall comply with the local law or ordinance.

e) If a municipality or county enacts or amends a local law or ordinance to provide paid leave time, including paid sick leave, after January 1, 2024, and the local law or ordinances provides less paid leave benefits, rights, or remedies than the Act, then the employer shall comply with the minimum requirements of the Act.