



## KNOW YOUR WORKER RIGHTS!

Everyone, including undocumented immigrants, living in the U.S. has certain basic rights under the Constitution. If you find yourself having to deal with Immigrant and Custom Enforcement (ICE) or other law enforcement officers at home, on the street, or anywhere else, it is important to know and practice our basic rights.

- **Right to sick leave (Cook County)**
  - You earn one hour of sick leave for every 40 hours worked for your employer
- **Right to seek medical attention for workplace injuries**
  - You have the right to seek medical attention immediately. Notify your employer of the injury. You cannot be harassed for filing a worker's compensation claim.
  - In most cases, for work-related injuries or illnesses, your employer should provide free medical treatment and part of the wages lost while injured.
- **Right to a workplace without discrimination**
  - You cannot be mistreated, fired, or retaliated against based on your race, national origin, gender, pregnancy, sexual orientation, religion, age, disability, or citizenship status.
- **Right to a safe workplace**
  - You have the right to work in a workplace free of sexual harassment, dangerous conditions, or toxic substances
- **Right to minimum wage**

If you get paid by the hour, you should be paid:

  - In Illinois: \$8.25 per hour
  - In Cook County: \$12.00 per hour
  - In Chicago: \$13.00 per hour
- **Right to overtime**
  - For most hourly employees you must be paid one and a half times your regular pay after 40 hours worked in the same work week.
- **Right to pay for any work completed**
  - Everyone has a right to be paid for work completed.
- **Right to equal pay for equal work**
  - All genders get paid the same wage for the same type of work.
- **COVID-19 IDES Q&A**
  - The State of Illinois is implementing emergency unemployment rules to assist employees impacted by COVID-19 responses and who do not have paid sick leave.
  - [https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx?mc\\_cid=14dad2554b&mc\\_eid=27ab4d78fa](https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx?mc_cid=14dad2554b&mc_eid=27ab4d78fa)
- **JOIN in empowering immigrants-Citizenship For All!**
  - HANA Center: 773.583.5501
  - HANA/NAKASEC Hotline: 844-500-3222

**Main Office**  
4300 N. California Ave.  
Chicago, IL 60618  
773.583.5501

**Northwest Center**  
664 N. Milwaukee Ave, #213  
Prospect Heights, IL 60070  
847.520.1999

**Early Childhood Center**  
4300 N. California Ave.  
Chicago, IL 60618  
773.583.8281

**Moogoong Terrace**  
4848 N. Kedzie Ave.  
Chicago, IL 60625  
773.478.0085

**Koram Senior Housing**  
4444 N. Harding Ave.  
Chicago, IL 60625  
773.583.6616

A local affiliate of the National Korean American Service and Education Consortium, Inc.

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