



Illinois wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$15.00 per hour statewide since January 1, 2025 for workers 18 and older. This is the final step of the 2019 schedule signed by Governor Pritzker, and no further state increases are scheduled without new legislation. Tipped employees may be paid a cash wage of \$9.00 per hour when tips bring total pay to at least \$15.00 (the tip credit is capped at 40 percent of the minimum wage). Workers under 18 who work fewer than 650 hours in a calendar year may be paid \$13.00 per hour. Employers may also pay a training wage of \$14.50 for the first 90 days for new workers 18 and older. Local minimums are higher in Chicago and Cook County (see asOfNote).

Overtime

1.5x the regular rate after 40 hours in a workweek. Illinois follows the federal FLSA weekly standard, and the Illinois Minimum Wage Law is enforced by the Illinois Department of Labor.

Daily overtime

None. Illinois has no daily overtime and no double-time requirement. Overtime is weekly only, owed on hours worked over 40 in a workweek. Working long single-day shifts, holidays, or Sundays does not by itself trigger overtime.

Meal break

Yes. Under the One Day Rest In Seven Act (ODRISA), employees must receive a meal period of at least 20 minutes for every 7.5-hour shift, beginning no later than 5 hours after the start of the shift, with an additional 20-minute meal period for every additional 4.5 continuous hours worked. ODRISA also guarantees at least 24 consecutive hours of rest in every 7 consecutive days.

Rest break

No general paid rest-break requirement for adults beyond the ODRISA meal period. Employers must provide reasonable restroom breaks, but Illinois does not mandate a separate paid 10 to 15 minute rest break.

Final paycheck

Under the Illinois Wage Payment and Collection Act (820 ILCS 115/5), final compensation is due at the time of separation if possible, but in no event later than the next regularly scheduled payday. This applies whether the employee quits or is discharged.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. The statewide rate has been \$15.00 since January 1, 2025, the last step of the 2019 schedule, and no further state increases are scheduled without new legislation. Chicago's minimum wage is \$17.05 per hour and Cook County's is \$15.40, both effective July 1, 2026, though many suburban municipalities have opted out of the Cook County ordinance. This is general information, not legal or payroll advice. Check the Illinois labor department for the current rules, and talk to a professional for your situation.



Illinois wage and hour cheat sheet (continued)

Primary source: <https://labor.illinois.gov/laws-rules/fls/minimum-wage-law.html>. Full list of sources: getclox.com/blog/illinois-time-tracking.