On May 26, 2017, the Cook County Human Rights Commission finalized rules for the Cook County Earned Sick Leave Ordinance and the Cook County Minimum Wage Ordinance, which both go into effect on July 1.

As of June 29, municipalities that have opted out of the paid sick leave requirements include:

- Alsip
- Arlington Heights
- Barrington
- Bartlett
- Bedford Park
- Bellwood
- Berkeley
- Bridgeview
- Brookfield
- Buffalo Grove
- Burbank
- Burr Ridge
- Calumet Park Village
- Chicago Heights
- Chicago Ridge
- Crestwood
- Des Plaines
- East Hazel Crest
- Elgin
- Elk Grove Village
- Elmhurst Park
- Evergreen Park
- Forest Park
- Glenview
- Golf
- Hanover Park
- Harwood Heights
- Hickory Hills
- Hillside
- Hinsdale
- Hodgkins
- Hoffman Estates
- Homewood
- Inverness
- Justice
- La Grange
- La Grange Park
- Lansing
- Lemont
- Lincolnwood
- Lynwood
- Maywood
- Melrose Park
- Midlothian
- Morton Grove
- Mount Prospect
- Niles
- Norridge
- Northbrook
- Northlake
- North Riverside
- Oak Forest
- Oak Lawn
- Orland Hills
- Orland Park
- Palatine
- Palos Hills
- Palos Heights
- Palos Park
- Park Forest
- Park Ridge
- Prospect Heights
- Richton Park Village
- River Forest
- River Grove
- Riverside
- Rolling Meadows
- Rosemont
- Schaumburg
- Schiller Park
- South Barrington
- South Chicago Heights
- South Holland
- Stickney
- Steger
- Streamwood
- Summit
- Thornton
- Tinley Park
- Western Springs
- Wheeling
- Willow Springs
- Wilmette
- Worth