

ORDINANCE NO. M-2270

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE VILLAGE OF HOMEWOOD, ILLINOIS .

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary to effectuate the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the Village of Homewood (“Village”) is a non-home rule Illinois municipality; and

WHEREAS, on or about March 12, 2023, Governor J.B. Pritzker signed into law the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*) (the “Act”); and

WHEREAS, the State of Illinois did not make the necessary appropriations or include statutory language exempting the Act from the Illinois State Mandates Act (30 ILCS 805/1 *et seq.*); and

WHEREAS, effective January 1, 2024, the Act requires an employer to provide certain paid leave to their employees, unless the employer is subject to an existing municipal or county ordinance that requires the employer to provide any form of paid leave to their employees; and

WHEREAS, the Village recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the Village has determined that applying the Act to its own employees will negatively affect the Village and will place an undue financial and operational burden on the Village’s ability to provide uninterrupted services to its residents; and

WHEREAS, the Board of Trustees believes and declares that it is in the Village’s best interests to clearly define the paid leave benefits that Village employees shall receive.

NOW THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Homewood, Cook County, Illinois, as follows:

SECTION ONE - INCORPORATION OF RECITALS:

The recitals above are incorporated as findings of fact as if the recitals were fully set forth herein.

SECTION TWO – ADOPTION OF CURRENT PAID LEAVE POLICY:

As provided by Section 15(p) of the Act, the Village hereby adopts its current paid leave policy for all Village employees as stated in the Village’s Municipal Code, Personnel Manual, Administrative Orders, Annual Salary Ordinances, any collective bargaining agreements the Village is a party to, and all other binding legislative actions governing paid leave adopted by the President and Board of Trustees, as the same may be amended from time to time. However, the Village shall not as an employer, provide less than one (1) day of paid leave per year to any Village employee.

SECTION THREE – REPEAL OF CONFLICTING PROVISIONS:

All ordinances, resolutions, and policies or parts thereof, in conflict with this Ordinance are, to the extent of the conflict, repealed on this Ordinance’s effective date.

SECTION FOUR – SEVERABILITY:

If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or invalid, this invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

SECTION FIVE – EFFECTIVE DATE:

This ordinance shall be in full force and effect from and after its passage, approval, and publication in accordance with law.

PASSED and APPROVED this 28th day of November, 2023

Village President

ATTEST:

Village Clerk

AYES: _____ NAYS: _____ ABSTENTIONS: _____ ABSENCES: _____