

STATE OF ILLINOIS        }  
                                     }  
COUNTY OF COOK        }

**CLERK’S CERTIFICATE**


**I, STEPHANIE GARDNER**, the duly appointed, qualified and acting Village Clerk of the Village of Hodgkins, Cook County, Illinois, DO HEREBY CERTIFY that attached hereto is a true and correct copy of Ordinance #23-07 is now on file in my office entitled:

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR  
ALL WORKERS ACT FOR THE VILLAGE OF HODGKINS**

Which Ordinance was passed by the Board of Trustees of the Village of Hodgkins at a meeting held on the 13<sup>th</sup> day of November, 2023 at which a quorum was present and there were no objections to the proposed Ordinance. Approved by the President in the Village of Hodgkins on the 13<sup>th</sup> day of November, 2023.

**I FURTHER CERTIFY** that a fully executed original copy of said Ordinance was duly filed in the office of the Clerk the 13<sup>th</sup> day of November, 2023 and that attached hereto is a copy of said Ordinance. That the original Ordinance is entrusted to my care for safekeeping and that I am the lawful keeper of same.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the seal of the Village of Hodgkins, this 13<sup>th</sup> day of November, 2023.

  
Stephanie Gardner, Village Clerk

\*\*\* S E A L \*\*\*

## **ORDINANCE NO. 23-07**

### **AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE VILLAGE OF HODGKINS**

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**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 carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper: and

**WHEREAS**, the Village of Hodgkins is a home rule unit of government pursuant to Article VII, Section 6(a) of the Illinois Constitution and, pursuant to the provisions of said Section 6 of Article VII, may exercise any power or perform any function pertaining to its government and affairs; and

**WHEREAS**, on or about March 12, 2023, Governor JB 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**, the Act does not include any express limitation on the Village’s home rule authority as required by Article VII, Section 6 of the Illinois Constitution, 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 impact the Village and place undue financial and operational burden on the

Village's ability to provide uninterrupted services to its residents; and

WHEREAS, the Village believes and hereby declares that it is in the best interest of the Village to clearly define the paid leave benefits that Village Employees shall receive and to opt out of the Act.

**NOW THEREFORE, BE IT ORDAINED**, by the President and Board of Trustees of the Village of Hodgkins as follows:

Section 1. The foregoing recitals shall be are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

Section 2. The Village hereby adopts its current paid leave policy for all Employees as set forth in the Village Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the Village is a party and all other binding legislative actions governing paid leave adopted by the President and Board of Trustees of the Village as the same may be amended for time to time. However, in no event, shall the Village as an employer, provide less than one (1) day of paid leave per year to any Village employee.

Section 3. Pursuant to the Village's home rule authority, the Village hereby declares that the Village, as an employer, is exempt from the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*) The Village, as an employer, shall have no additional obligations with regard to mandatory paid leave, including, without limitation, any obligations provided under the Act, except those obligations required by federal and/or state law which validly preempt the Village home rule authority.

Section 4. Repeal of Conflicting Provisions. All Ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of the Ordinance.

Section 5. Severability. If any provision of this ordinance or application thereof to any person if circumstance is ruled unconstitutional or otherwise invalid, such invalidity shall

not affect other provisions of 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 servable.

Section 6. The Clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This ordinance shall be in full force and effect after its passage and publication in accordance with 65 ILCS 5/1-2-4.

**PASSED** this 13<sup>h</sup> day of November, 2023

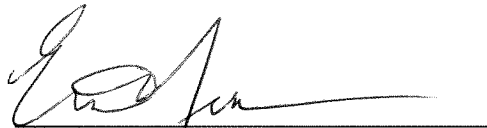
**AYES:** 4

**ABSTAIN:** 0

**NAYES:** 0

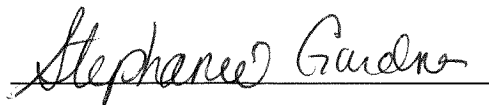
**ABSENT:** 2

**APPROVED** by me this 13<sup>th</sup> day of November 2023



Ernest Millsap  
Village President

**ATTEST:**



Stephanie Gardner  
Village Clerk