

ORDINANCE NO. 23-19

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT FOR THE VILLAGE OF DUPO, 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 carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the Village of Dupo is a non-home rule Illinois municipality; 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, 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 an 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 interests of the **Village** 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 Dupo, Illinois as follows:

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

Section 2. Pursuant to Section 15(p) of the Act, the **Village** hereby adopts its current paid leave policy for all **Village of Dupo** employees as set forth in the **Village's** 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 of Dupo**, as the same may be amended from 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. 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 this Ordinance.

Section 4. Severability. If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such 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.

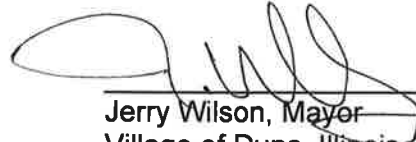
Section 5. The clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication in accordance with 65 ILCS 5/1-2-4.

PASSED this ___ day of November 2023 by the Village Mayor and the Village Board of Trustees of the Village of Dupo, St. Clair County, Illinois, and deposited and filed in the office of the Village Clerk in said Village on that date.

<u>Trustees</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>	<u>Abstain</u>
Ron Dell	<u>X</u>	—	—	—
Tammy Taylor	<u>X</u>	—	—	—
Dawn Keys	<u>X</u>	—	—	—
Joe Basinski	<u>X</u>	—	—	—
Ken Phillips	<u>X</u>	—	—	—
Kerry Foster	<u>X</u>	—	—	—

[This space intentionally left blank.]

APPROVED AND PASSED by the Mayor of the Village of Dupo, Illinois this 20 day of November 2023.



Jerry Wilson, Mayor
Village of Dupo, Illinois

ATTEST:



MARK NADLER, VILLAGE CLERK

(SEAL)