

VILLAGE OF RINGWOOD

ORDINANCE 23 - 08-21

AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

WHEREAS, the Village of Ringwood, Illinois, is a municipality, and the passage of this Ordinance constitutes an exercise of the Village's statutory rights, including, without limitation, pursuant to the "Paid Leave for All Workers Act," 820 ILCS 192/1 *et seq.* (the "Act"); and

WHEREAS, consistent with the Act, the Village Board finds that it is in the public policy interests of the municipality for employees to have some paid leave from work to maintain their health and well-being, care for their families, or use for any other reason of their choosing, and that doing so is in the best interest of the government to provide for the overall betterment of public health and safety, and long-term efficient operations of the municipality; and

WHEREAS, the Village Board of the Village desire to establish by ordinance and codify in the Village of Ringwood Municipal Code ("Municipal Code") to set forth inalienable rights to paid leave which existing and future policy of the Village may enhance but which may not be diminished, and that such a municipal ordinance is expressly contemplated by Section 15(p) of the Act; and

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

SECTION 1: RECITALS. The foregoing recitals are incorporated into and made a part of this Ordinance as the findings of the Village President and Board of Trustees.

SECTION 2: PAID LEAVE RIGHTS. [Chapter/Section] of the Municipal Code is hereby established with the following language:

[Chapter/Section] Paid Leave Rights:

- A. All regular, full-time employees of the Village will, at all times, be provided no less than 40 hours of any form of paid leave for every consecutive 12 month period of their employment.
- B. All part-time, temporary, and seasonal employees of the Village will, at all times, be provided no less than 1 hour of any form of paid leave for every 40 hours worked, up to a minimum of 40 hours.
- C. The Village through its Personnel Policies may make adjustments to eligibility and accrual rates for various forms of paid leave, including sick leave, on an ongoing basis without impacting, affecting, or altering this ordinance, but in no event shall the rights to paid leave provided to employees be less than what is provided herein.
- D. The rights of employees working for non-municipal employers within the Village shall be as stated in the Paid Leave for All Workers Act, 820 ILCS 192/1 *et seq.*, as may be amended from time to time.

SECTION 3: If any section, paragraph, subdivision, clause, sentence or provision of this Ordinance shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair, invalidate or nullify the remainder thereof, which remainder shall remain and continue in full force and effect.

SECTION 4: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict, and any future changes to preexisting personnel policies adopted by ordinance are hereby authorized to be done by motion or resolution.

SECTION 5: This Ordinance shall be in full force and effect upon its approval and publication in pamphlet form (which publication is hereby authorized) as provided by law.

Passed this 21 day of August 2023, by roll call vote as follows:

	Ayes	Nays	Absent	Abstain
Katie Herdus, Trustee	_____	_____	<u>1</u>	_____
Gary Reinwall, Trustee	_____	<u>1</u>	_____	_____
Jason Meyer, Trustee	<u>1</u>	_____	_____	_____
Tom Hewes, Trustee	_____	_____	<u>1</u>	_____
Lay Wallington , Trustee <u>KAREN MORGAN</u>	<u>1</u>	_____	_____	_____
Missy Robel, Trustee	<u>1</u>	_____	_____	_____
Rick Mack, President	<u>1</u>	_____	_____	_____



APPROVED THIS 21st DAY OF August, 2023.

Richard E. Mack
Rick Mack, Village President

(SEAL)

ATTEST: Sue Keener
Sue Keener, Village Clerk

Published: _____