

VILLAGE OF GILBERTS

ORDINANCE NO. 27-2023

AN ORDINANCE ADOPTING PAID LEAVE BENEFITS FOR ALL WORKERS

WHEREAS, the Village of Gilberts (“**Village**”), as a non-home rule unit of local government which employs individuals and sets terms and conditions of employment through policy and pursuant to collective bargaining agreements; and

WHEREAS, on March 13, 2023, the Governor of Illinois signed into law the Paid Leave for All Workers Act in the State of Illinois that requires certain employers to provide an amount of paid leave during a 12-month period (“**Paid Leave for All Workers Act**” or “**the Act**”); and

WHEREAS, the Paid Leave for All Workers Act stipulates employees are entitled to begin accruing leave under the Act on their first day of employment, and must be allowed to begin using their leave 90 days after their hire date; and

WHEREAS, the Paid Leave for All Workers Act will take effect on January 1, 2024; and

WHEREAS, the Village already provides generous paid leave for its employees under its collective bargaining agreements and/or the Village’s personnel policies; and

WHEREAS, Section 15(p) of the Paid Leave for All Workers Act provides that “the provisions of this Act shall not apply to any employer that is covered by a municipal or county ordinance that is in effect on the effective date of this Act that requires employers to give any form of paid leave to their employees, including paid sick leave or paid leave.”

WHEREAS, the Village finds that the Village has already fulfilled the spirit and intent of the Act as an employer given the current rights of employees available under collective bargaining agreements and/or the Village personnel policies which provide paid leave benefits to employees; and

WHEREAS, the Village finds it in the public interest to clearly define the minimum requirements regarding paid leave which apply to the Village, and that this Ordinance is in the best interests of the health, safety and welfare of the public.

NOW, THEREFORE, BE IT ORDAINED, by the Corporate Authorities of the Village of Gilberts, Kane County, Illinois, as follows:

SECTION 1: The Village Board hereby finds that the recitals contained in the preambles are true and correct and incorporates them into this Ordinance by this reference.

SECTION 2: The Village Board finds and determines that the adoption of this Ordinance is in the best interest of the Village as well as in the public interest.

SECTION 3: Pursuant to Section 15(p) of the Act, the Village hereby adopts its current paid leave policies for all Village 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 Village Board, as the same may be amended from time to time. All employees shall be provided leave as earned in accordance with Village policy.

SECTION 4: All Ordinances, resolution, and policies or parts thereof in conflict with the provisions of this Ordinance are, to the extent in conflict, expressly repealed on the effective date of this Ordinance.

SECTION 5: If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or 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 application of this Ordinance is severable.

SECTION 6: This Ordinance shall be in full force and effect from and after its passage, approval and publication in pamphlet form as required by law.

PASSED BY VOTE OF THE BOARD OF TRUSTEES of the Village of Gilberts, Kane County, Illinois, this 5th day of December, 2023.

<u>Ayes</u>	<u>Nays</u>	<u>Absent</u>	<u>Abstain</u>			
Trustee Robert Vanni		X				
Trustee Frank Marino		X				
Trustee Brandon Coats		X				
Trustee Jeanne Allen		X				
Trustee Robert Chapman		X				
Trustee Justin Redfield		X				
President Guy Zambetti						

APPROVED THIS 5TH DAY OF DECEMBER, 2023.



[Handwritten Signature]

 Guy Zambetti, Village President

ATTEST: *[Handwritten Signature]*

 Lynda Lange, Village Clerk