

**AN ORDINANCE REGARDING THE
ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE VILLAGE OF BROWNSTOWN, 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 Brownstown 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 of Brownstown recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

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

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

NOW THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND VILLAGE COUNCIL OF THE VILLAGE OF BROWNSTOWN, 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 of Brownstown hereby adopts its current paid leave policy for all Village of Brownstown employees as set forth in the Village of Brownstown’s Code of Ordinances, Employees Handbook/Policy, Annual

ORDINANCE NO. 2023-12-01

Salary Ordinances any collective bargaining agreements to which the Village of Brownstown is a party and all other binding legislative actions governing paid leave adopted by the President and Village Council, as the same may be amended from time to time. However, in no event shall the Village of Brownstown, as an employer, provide less than one (1) day of paid leave per year to any Village employee.

Section 3: Conflicting Provisions. This Ordinance will control and have full force and effect over any conflicting ordinances, resolutions, and policies to the extent of the conflict.

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 the 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: This section shall be in full force and effect after its passage and publication in pamphlet form by the village Clerk.

PASSED this 19th day of December, 2023.

VOTING AYE:

WILLIAM LYTLE, NIKKI SIDWELL, CASSANDRA PERRIN, BILLIE ENLOW

VOTING NAY:

NONE

ABSENT:

JOSHUA WASHBURN

ABSTAINED:

NONE

APPROVED this 19TH day of DECEMBER, 2023.


Virginia Wilber, President

ATTESTED, Filed in my office,
And published in pamphlet form
This 20TH day of DECEMBER, 2023.


Robin Lovett, Village Clerk