

VILLAGE OF OAKWOOD  
VERMILION COUNTY, ILLINOIS

ORDINANCE NO. 2023-12-18-2

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

PASSED BY THE BOARD OF TRUSTEES AND  
APPROVED BY THE PRESIDENT OF THE  
VILLAGE OF OAKWOOD, ILLINOIS  
THIS ~~20~~<sup>18</sup>TH DAY OF ~~NOVEMBER~~, 2023  
*December*

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PUBLISHED IN PAMPHLET FORM BY AUTHORITY OF THE PRESIDENT AND BOARD OF  
TRUSTEES OF THE VILLAGE OF OAKWOOD, VERMILION COUNTY, ILLINOIS, THIS ~~20~~<sup>18</sup>TH  
DAY OF ~~NOVEMBER~~, 2023  
*December*

OAKWOOD  
VERMILION COUNTY, ILLINOIS

ORDINANCE NO. 2023-\_\_

December 18, 2023  
~~November 20, 2023~~

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

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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 Oakwood ("Village") is a nonhome 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 and Board of Trustees of the Town of Oakwood 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 employees as set forth in the Village's Code of Ordinances, Employee Handbook, Annual Salary

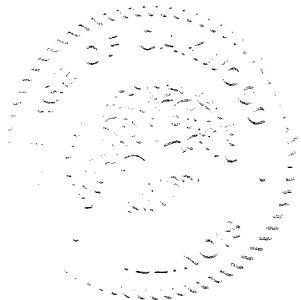
Ordinances, existing employment policies adopted in its minutes and/or practice any collective bargaining agreements to which the Village is a party and all other binding legislative actions governing paid leave adopted by the Village President and Board of Trustees of the Village and Board of Trustees of the Town, 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.

**PRESENTED, PASSED, APPROVED AND ADOPTED BY THE PRESIDENT and the BOARD OF TRUSTEES**, at its regular meeting on this ~~20<sup>th</sup>~~ day of ~~November~~, A.D., 2023.  
*18 December*



APPROVED:

A handwritten signature in black ink, appearing to be "WSE J-5", written over a horizontal line.

VILLAGE PRESIDENT

ATTEST:

*Loanne Young*  
Village Clerk