

24-6496
ORDINANCE AMENDMENT

Sponsored by

**THE HONORABLE JOSINA MORITA, SCOTT R. BRITTON, ALMA E. ANAYA,
ANTHONY J. QUEZADA, KEVIN B. MORRISON AND MAGGIE TREVOR,
COUNTY COMMISSIONERS**

PAID LEAVE

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 42 - Human Relations, Article II, In General, Division I, Paid Leave, Section 42.3 of the Cook County Code is hereby amended as Follows:

Sec. 42-3. Paid leave.

(c) Provisions of Paid Leave.

- (1) An Employee who works in Cook County is entitled to earn and use up to a minimum of 40 hours of paid leave during a 12-month period or a pro rata number of hours of paid leave under the provisions of subsection (2) of this section. The paid leave may be used by the Employee for any purpose as long as the paid leave is taken in accordance with the provisions of this Division.

- (2) Paid leave under this Division shall accrue at the rate of one hour of paid leave for every 40 hours worked up to a minimum of 40 hours of paid leave or such greater amount if the Employer provides more than 40 hours. Employees who are exempt from the overtime requirements of the federal Fair Labor Standards Act (29 U.S.C. 213(a)(1)) shall be deemed to work 40 hours in each workweek for purposes of paid leave accrual unless their regular workweek is less than 40 hours, in which case paid leave accrues based on that regular workweek. Employees shall determine how much paid leave they need to use; however, Employers may set a reasonable minimum increment for the use of paid leave not to exceed two hours per day. If an Employee's scheduled workday is less than two hours day, the Employee's scheduled workday shall be used to determine the amount of paid leave. Employers governed by the Illinois School Code may set a minimum increment not to exceed their regular workday.

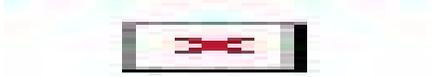
Effective date: This ordinance shall be in effect immediately upon adoption

Approved and adopted this 19th of December 2024



TONI PRECKWINKLE, President
Cook County Board of Commissioners

(S E A L)



Attest:

MONICA M. GORDON, County Clerk