

ORDINANCE 46-2023

**“AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR
ALL WORKERS ACT FOR THE VILLAGE OF GODFREY,
ILLINOIS”**

ORDINANCE NO. 46-2023

**ADOPTED BY THE
VILLAGE BOARD
OF THE
VILLAGE OF GODFREY**

THIS 5th DAY OF DECEMBER, 2023

Published in pamphlet form by authority of the Village Board
of the Village of Godfrey, Madison County, Illinois, this 6th
day of December, 2023.

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

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

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

NOW THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF GODFREY, 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 Godfrey hereby adopts the attached paid leave policy for all Village of Godfrey employees as set forth in the Village of Godfrey’s Code of Ordinances, Employees Handbook/Policy, Annual Salary Ordinances any collective bargaining agreements to which the Village of Godfrey is a party and all other binding legislative actions governing paid leave adopted by the President and Board of Trustees, as the

ORDINANCE # 46-2023

same may be amended from time to time. However, in no event shall the Village of Godfrey, 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 conflict, expressly repealed on the effective date of this Ordinance. This Ordinance shall control and have full force and effect upon its passage. A copy of the Village of Godfrey's employee leave policy is attached hereto and fully incorporated and codified herein as Exhibit A.

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 5th day of December, 2023.

VOTING AYE:

Weber

McAtee

Lauschke

Woodman

Fisher

Lombardi

VOTING NAY:

ABSENT:

ABSTAINED:

APPROVED this 5th day of December, 2023.

ORDINANCE # 46-2023



Michael J. McCormick, Village President

ATTESTED, Filed in my office,
And published in pamphlet form
This 6th day of December, 2023.



Susan Robbins, Village Clerk

STATE OF ILLINOIS)
) SS.
COUNTY OF MADISON)

CERTIFICATE

I, Susan A. Robbins, certify that I am the duly elected and acting municipal Clerk of the Village of Godfrey, Madison County, Illinois.

I further certify that on December 5, 2023
the Corporate Authorities of the above municipality
passed approved Ordinance 46-2023,

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which provided by its terms that it should be published in pamphlet form.

The pamphlet form of Ordinance No. 46-2023, including the Ordinance and a cover sheet thereof, was prepared, and a copy of the Ordinance was posted in the municipal building, commencing on December 6, 2023 and continuing for at least ten days thereafter. Copies of the Ordinance will also be available for public inspection upon request in the Office of the Village Clerk.

DATED at GODFREY, Illinois, this 6th Day of December, 2023.

(SEAL)



Susan A. Robbins, Village Clerk,
Village of Godfrey