

STATE OF ILLINOIS)
)
COUNTY OF LAKE)

CERTIFICATE

I, Karen Walsh, certify that I am the duly elected Municipal Clerk for the Village of Mundelein, Lake County, Illinois.

I further certify that on October 23, 2023 the Corporate Authorities of such Village passed and approved

Ordinance No. 23-10-53
which is entitled

AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

The pamphlet form of said Ordinance, including the Ordinance and a cover sheet thereof was prepared and a copy of such Ordinance was posted in the Village Hall commencing on October 24, 2023 and was posted for at least ten days thereafter.

Copies of such Ordinance are available for public inspection upon request in the Customer Service Office.

Dated at Mundelein, Illinois this 24th day of October 2023.


Village Clerk

ORDINANCE NO. 23-10-53

AN ORDINANCE ESTABLISHING EMPLOYEES' RIGHT TO PAID LEAVE

WHEREAS, the Village of Mundelein, Lake County, Illinois, is a home rule municipality as contemplated under Article VII, Section 6, of the Constitution of the State of Illinois, and the passage of this Ordinance constitutes, and exercise of the Village's home rule powers and functions as granted in the Constitution of the State of Illinois.

WHEREAS, the Village of Mundelein, Illinois, is a municipality, and the passage of this Ordinance constitutes an exercise of the Village's statutory rights, including, without limitation, pursuant to the "Paid Leave for All Workers Act," 820 ILCS 192/1 *et seq.* (the "Act"); and

WHEREAS, consistent with the Act, the Village Board finds that it is in the public policy interests of the municipality for employees to have some paid leave from work to maintain their health and well-being, care for their families, or use for any other reason of their choosing, and that doing so is in the best interest of the government to provide for the overall betterment of public health and safety, and long-term efficient operations of the municipality; and

WHEREAS, the Village Board of the Village desire to establish by ordinance and codify in the Village of Mundelein Municipal Code ("Municipal Code") to set forth inalienable rights to paid leave which existing and future policy of the Village may enhance but which may not be diminished, and that such a municipal ordinance is expressly contemplated by Section 15(p) of the Act; and

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Board of Trustees of the Village of Mundelein, Illinois as follows:

SECTION 1: RECITALS. The foregoing recitals are incorporated into and made a part of this Ordinance as the findings of the Mayor and Board of Trustees.

SECTION 2: PAID LEAVE RIGHTS. 2.96.015 of the Municipal Code is hereby established with the following language:

2.96.015 Paid Leave Rights:

- A. All regular, full-time employees of the Village will, at all times, be provided with no less than forty (40) hours of any form of paid leave for every consecutive 12-month period of their employment.
- B. All part-time, temporary, and seasonal employees of the Village will, at all times, be provided with no less than one (1) hour of any form of paid leave for every forty (40) hours worked, up to a minimum of (40) hours.
- C. The Village through its Personnel Policies may make adjustments to eligibility and accrual rates for various forms of paid leave, including sick leave, on an ongoing basis without impacting, affecting, or altering this ordinance, but in no event shall the rights to paid leave provided to employees be less than what is provided herein.

- D. The rights of employees working for non-municipal employers within the Village shall be as stated in the Paid Leave for All Workers Act, 820 ILCS 192/1 *et seq.*, as may be amended from time to time.

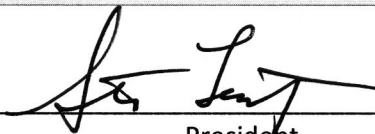
SECTION 3: If any section, paragraph, subdivision, clause, sentence or provision of this Ordinance shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair, invalidate or nullify the remainder thereof, which remainder shall remain and continue in full force and effect.

SECTION 4: All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict, and any future changes to preexisting personnel policies adopted by ordinance are hereby authorized to be done by motion or resolution.

SECTION 5: This Ordinance shall be in full force and effect upon its approval and publication in pamphlet form (which publication is hereby authorized) as provided by law.

ADOPTED this 23rd day of October, 2023 by a roll call vote as follows:

RESULT:	CARRIED [UNANIMOUS]
MOVER:	Robin Meier, Trustee
SECONDER:	Daniel Juarez, Trustee
AYES:	Juarez, Lambert, Meier, Ross, Schwenk, Wilson



President

ADOPTED: October 23, 2023

APPROVED: October 23, 2023

PUBLISHED in pamphlet form: October 24, 2023

ATTEST: 

Village Clerk