

ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT

WHEREAS, the Village of Barrington Hills is a Home Rule municipality pursuant to Article VII, Section 6 of the Illinois Constitution and, by extension, may exercise any power or perform any function pertaining to its government and affairs; and

WHEREAS, the State of Illinois has passed the Illinois Paid Leave for All Workers Act (“Act”), 820 ILCS 192/1 et seq., effective January 1, 2024, which requires employers like the Village to provide certain paid leave to some of its employees; and

WHEREAS, the Act will modify the scope of benefits provided to some of the Village’s employees, including the circumstances under which paid leave benefits can be used; and

WHEREAS, the State did not make the necessary appropriations or include statutory language exempting the Act from the Illinois State Mandates Act; and

WHEREAS, the Act does not include any express limitation on the Village’s home rule authority as required by Article VII, Section 6 of the Illinois Constitution; and

WHEREAS, the Village has determined that applying the Act to its own employees on January 1, 2024, will negatively impact its governmental operations and affairs and place an undue burden on the Village’s ability to provide uninterrupted services to its citizens; and

WHEREAS, the Village currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the Village deems it necessary to exercise its home rule authority in order to maintain the *status quo* with respect to the current level of employee leave benefits before the Act takes effects on January 1, 2024; and

NOW THEREFORE, BE IT ORDAINED, by the President and Board of Trustees of the Village of Barrington Hills, Cook, Kane, Lake and McHenry Counties, Illinois, as a home rule municipality, the following:

SECTION ONE: The recitals above shall be and are hereby incorporated in this Section 1 as if reinstated herein.

SECTION TWO: Pursuant to the Village’s home rule authority under the Illinois Constitution, the Village declares that it is exempt from following the provisions of the Illinois Paid Leave for All Workers Act for its own employees.

SECTION THREE: If any portion, section, or clause of this Ordinance is held invalid, the remainder shall continue in full force and effect without affecting the validity of the remaining portions of the Ordinance.

SECTION FOUR: This Ordinance shall be in full force and effect from and after its passage, approval, and publication in pamphlet form according to law.

Ayes: 4 (Hoffmann, Strauss, Ekstrom, Riff)
Nays: 0
Absent: 2 (Clarke, Hills)

PASSED AND APPROVED by the President and Board of Trustees of the Village of Barrington Hills, this 16th day of November, 2023.

APPROVED:



Village President

ATTEST:



Village Clerk