
**VILLAGE OF HARWOOD HEIGHTS
COOK COUNTY, ILLINOIS**

ORDINANCE NO. 23 - 22

**AN ORDINANCE AMENDING THE VILLAGE OF HARWOOD HEIGHTS CODE OF
ORDINANCES TO IDENTIFY
HOME RULE CONFLICTS WITH CERTAIN
STATE LAW REGARDING PAID LEAVE FOR ALL WORKERS**

Passed by the Board of Trustees, December 19, 2023


Printed and Published December 19, 2023 in Pamphlet Form
By Authority of the Village Board of Trustees

VILLAGE OF HARWOOD HEIGHTS
COOK COUNTY, ILLINOIS

ARLENE C. JEZIERNY, MAYOR
MARCIA L. POLLOWY, VILLAGE CLERK

ANNETTE BRZEZNIAK VOLPE
GENE BRUTTO
ANNA BRZOZOWSKI WEGRECKI
ZBIGNIEW LEWANDOWSKI
LAWRENCE STEINER
GIUSEPPE "JOE" ZERILLO

I hereby certify that this document was
properly published in pamphlet form
by authority of the Board of Trustees
on the date stated above.


Village Clerk

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ORDINANCES TO IDENTIFY HOME RULE CONFLICTS WITH CERTAIN
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WHEREAS, the Village of Harwood Heights (the “Village”) is an Illinois municipal corporation organized and operating pursuant to authority granted by the Constitution and Laws of the State of Illinois; and

WHEREAS, the Village is a home rule unit of government pursuant to Section 6(a), Article VII of the 1970 Illinois Constitution; and

WHEREAS, pursuant to its home rule power, the Village may exercise any power and perform any function relating to its government and affairs; and

WHEREAS, Article VII, Section 6(c) of the Constitution of the State of Illinois of 1970 provides that when an Illinois employment law conflicts with an ordinance of a home rule municipality, the municipal ordinance shall prevail within its jurisdiction; and

WHEREAS, on March 13, 2023, the Governor of Illinois signed into law the Paid Leave for All Workers Act in the State of Illinois (“**Paid Leave for All Workers Act**”), which requires employers to provide employees with 40 hours of paid leave during a 12-month period; and

WHEREAS, the Paid Leave for All Workers Act stipulates employees must begin accruing leave under the Act on their first day of employment, and must be allowed to begin using their leave 90 days after their hire date; and

WHEREAS, the Paid Leave for All Workers Act will take effect on January 1, 2024; and

WHEREAS, the Village already provides generous paid leave for its employees under its collective bargaining agreements and the Village’s personnel policies; and

WHEREAS, the Village finds that the law places an undue burden on the Village as an employer given the current rights of employees available under collective bargaining agreements and the Village's personnel policies; and

WHEREAS, the Village finds it in the public interest to clearly define the minimum requirements regarding paid leave which apply to the Village, and that this Ordinance is in the best interests of the health, safety and welfare of the public.

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Harwood Heights, County of Cook, Illinois, in the exercise of the Village's home rule powers, as follows:

SECTION 1. RECITALS. The foregoing recitals shall be and are hereby incorporated into and made a part of this Ordinance as if fully set forth in this Section 1.

SECTION 2. PAID LEAVE FOR ALL WORKERS ACT EXEMPTION. No additional obligations with regard to paid leave, including, without limitation, any additional obligations adopted by the State of Illinois under the Paid Leave for All Workers Act, 820 ILCS 192/1, *et seq.*, as well as any subsequent amendments, shall apply to employees of the Village of Harwood Heights, Illinois, and the Village hereby opts out of such regulations or requirements.

SECTION 3. PREEMPTION OF CONFLICTS. Any non-preemptive state statute in conflict hereof with this Ordinance is hereby superseded to the full extent of such conflict pursuant to the exercise of the Home Rule powers of the Village of Harwood Heights.

SECTION 4. RESOLUTION OF CONFLICTS. All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

SECTION 5. SAVING CLAUSE. If any section, paragraph, clause, or provision of this Ordinance shall be held invalid, the invalidity thereof shall not affect any of the other

provisions of this Ordinance, which are hereby declared to be separable.

SECTION 6. EFFECTIVE DATE. This Ordinance shall be in full force and effect from and after its passage, approval, and publication in pamphlet form in the manner provided by law.

VOTES

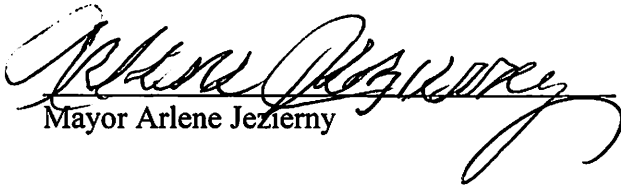
AYES: Trustee Steiner, Brzezniak-Volpe, Brzozowski-Wegrecki, Zerillo, Lewandowski

NAYS:

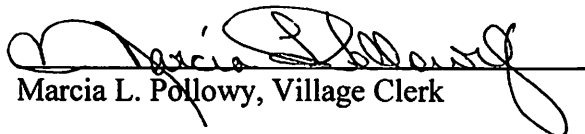
ABSENT: Trustee Brutto

ABSTAIN:

Passed and Approved this 19th day of December, 2023.


Mayor Arlene Jezierny

ATTEST:


Marcia L. Pollowy, Village Clerk

STATE OF ILLINOIS

COUNTY OF COOK

CERTIFICATION

I, Marcia L. Pollowy, do hereby certify that I am the duly elected and acting Clerk of the Village of Harwood Heights, County of Cook, State of Illinois.

I do further certify that the foregoing Ordinance 23-22 entitled:

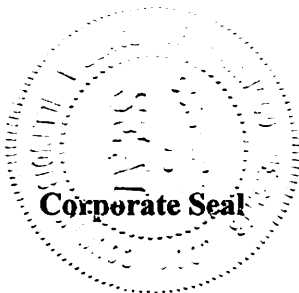
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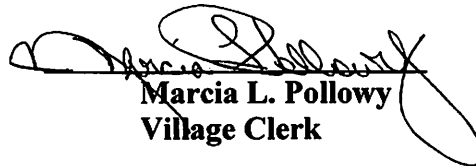
Is true and correct copy of an Ordinance adopted by the Board of Trustees of the Village of Harwood Heights at a meeting held on the 19th day of December, 2023.

I do further certify that the original of which the foregoing is a true copy is entrusted to my care and safekeeping, and that I am keeper of the same.

I do further certify that I am the keeper of the records, ordinances, and resolutions of said Village of Harwood Heights, Cook County, Illinois.

In witness whereof I have hereunto set my official hand and seal this 20th day of December, 2023.




Marcia L. Pollowy
Village Clerk

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