

SOUTH SANGAMON WATER COMMISSION
SANGAMON COUNTY, ILLINOIS

ORDINANCE NO. 24-02

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE SOUTH SANGAMON WATER COMMISSION

ADOPTED BY THE SOUTH SANGAMON WATER COMMISSION
THIS 20TH DAY OF MAY, 2024

Published in pamphlet form by the authority of the South Sangamon Water Commission,
Sangamon County, Illinois, this 20th day of May, 2024

ORDINANCE NO. 24-02

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS
ACT FOR THE SOUTH SANGAMON WATER COMMISSION**

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 exempted by the Act; and

WHEREAS, the South Sangamon Water Commission recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees.

NOW THEREFORE, be it ordained, by the South Sangamon Water Commission 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 the Act, the South Sangamon Water Commission hereby adopts its current paid leave policy for all Commission's employees as set forth in the Commission's Code of Ordinances or Employee Handbook and all other binding legislative actions governing paid leave adopted by the Commission as the same may be amended from time to time. Notwithstanding the foregoing and to the extent the Commission's current policies, ordinances and employee handbook fails to comply with or conflict with the Act, all Commission employees shall accrue a minimum of at least one (1) hour of paid leave for every forty (40) hours worked for up to forty (40) hours of paid leave for every 12-month period in accordance with the Act. To the extent the Commission's policies, ordinances and employee handbook as may be in effect from time to time exceed the minimum requirements of the Act, the Commission's policies, ordinances and employee handbook control.

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 the conflict, expressly repealed on the effective date of this Ordinance.

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 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. The clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication in accordance with the law.

PASSED THIS 20TH day of May, 2024.

AYES: Morris, Johnson, Rott
NAYS: none
ABSTENTIONS: none
ABSENT: none

APPROVED THIS 20TH day of May, 2024.

James G. Rott
Commission Chairman

ATTEST:

Laura VanBrossem
Commission Clerk

351435

ORDINANCE CERTIFICATE

STATE OF ILLINOIS)
)
COUNTY OF SANGAMON)

I, the undersigned, do hereby certify that I am the duly qualified and acting Commission Clerk of the SOUTH SANGAMON WATER COMMISSION, Sangamon County, Illinois.

I do further certify that the ordinance attached hereto is a full, true, and exact copy of the Ordinance No. 2024-02 adopted by the Chairman and Commissioners of said Commission on the 20th day of May, 2024 which Ordinance is entitled:

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT
FOR THE SOUTH SANGAMON WATER COMMISSION

I do further certify that prior to the making of this certificate, this Ordinance was spread at length upon the permanent records of said Commission, where it now appears and remains.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the Commission this 20th day of May, 2024.


Commission Clerk

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