

VILLAGE OF SAN JOSE

ORDINANCE NO. 24-003

AN ORDINANCE AMENDING TITLE 12 ILLINOIS PAID LEAVE FOR ALL WORKERS ACT: FOR THE VILLAGE OF SAN JOSE, MASON AND LOGAN COUNTY, ILLINOIS.

PUBLISHED IN PAMPHLET FORM BY AUTHORITY OF THE VILLAGE BOARD OF THE VILLAGE OF SAN JOSE, MASON AND LOGAN COUNTIES, ILLINOIS THIS 19th DAY OF FEBRUARY 2024.

PASSED BY THE BOARD OF TRUSTEES

THE VILLAGE OF SAN JOSE

February 19, 2024

EFFECTIVE February 29, 2024

APPROVED: VOTE: AYES: 6

NAYES: 0



DUANE WORLOW PRESIDENT OF THE BOARD OF TRUSTEES OF THE VILLAGE OF SAN JOSE, ILLINOIS

ATTEST:



PATRICIA SHELLEY

VILLAGE CLERK

2/19/2024

12-1-1: ILLINOIS PAID LEAVE FOR ALL WORKERS ACT

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 San Jose 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 recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

NOW, THEREFORE, be it ordained, by the Mayor and Board of Trustees of the Village of San Jose 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 San Jose hereby adopts its current paid leave policy for all Village employees as set forth in the

Village Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the Village is a party and all other binding legislative actions governing paid leave adopted by the Mayor and Board of Trustees of the Village of San Jose, as the same may be amended from time to time. However, in no event shall the Village of San Jose, 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 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 65 ILCS 5/1-2-4.

PASSED THIS 19th day of February, 2024.

AYES: 6

NAYS: 0

ABSTENTIONS: 0

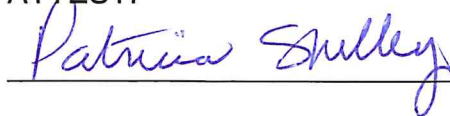
ABSENT: 0

APPROVED THIS 20th day of February, 2024.



Mayor/Village President/Town President

ATTEST:



Clerk