

COUNTY OF KENDALL, ILLINOIS

Ordinance 23-38

**AN ORDINANCE REGARDING THE
PAID LEAVE FOR ALL WORKERS ACT**

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, 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 County, in the passage of this Ordinance, is exercising the County’s statutory rights pursuant to the Act for Kendall County government employees; and

WHEREAS, the Kendall County Board finds that passage of this Ordinance is in the public policy interest of Kendall County 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

WHEREAS, the Kendall County Board further finds that this Ordinance is expressly contemplated by Section 15(p) of the Act; and

NOW, THEREFORE, BE IT RESOLVED, by the Kendall County Board as follows:

SECTION 1: Recitals. The foregoing recitals are incorporated into and made a part of this Ordinance as the findings of the Kendall County Board.

SECTION 2: Applicability. The provisions of this Ordinance apply only to employees of Kendall County and are not intended to affect the rights and responsibilities of non-Kendall County employees pursuant to the Act.

SECTION 3: Paid Leave Rights.

- a. All regular full-time employees of Kendall County will, at all times, be provided with no less than 40 hours of any form of paid leave for every consecutive 12-month period of their employment.
- b. All part-time, temporary, and seasonal paid employees of Kendall County will, at all times, be provided with no less than 1 hour of any form of paid leave for every 40 hours worked, up to 40 hours of paid leave.
- c. Kendall County, through its personnel policies and collective bargaining agreements, may make adjustments to eligibility and accrual rates for various forms of paid leave on an ongoing basis without impacting, affecting, or altering this Ordinance, but in no event shall the right to paid leave provided to employees be less than what is provided herein.

SECTION 4: Severability. If any section, paragraph, sentence, or clause 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 5: Conflict. All ordinance or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict, and any future changes to preexisting personnel policies and collective bargaining agreements subject to this Ordinance are hereby authorized to be done by motion or resolution.

SECTION 6: Effective Date. This Ordinance shall be in full force and effect upon its approval by a majority vote of the Kendall County Board.

BE IT FURTHER ORDAINED, that the Kendall County Clerk is hereby authorized to distribute a copy of this Ordinance to all Department Heads and Elected officials.

Approved this 19th day of December, 2023.

Attest:


Matthew Kellogg, County Board Chairman


Debbie Gillette, County Clerk and Recorder

