



SHELLY HUGGINS, CITY CLERK

CITY OF HERRIN

300 NORTH PARK AVENUE

HERRIN, ILLINOIS 62948

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Email: shuggins@cityofherrin.com

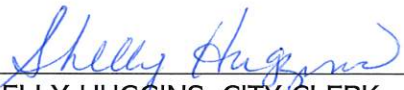
STATE OF ILLINOIS)
WILLIAMSON COUNTY)
CITY OF HERRIN)
CERTIFICATE OF PUBLICATION)

I, SHELLY HUGGINS, DO HEREBY CERTIFY that I am the duly qualified City Clerk of the City of Herrin, Illinois, Williamson County, and as such clerk I am the keeper of the records and files of the City Council of said City.

I further certify that on November 27, 2023 the Corporate Authorities of the above municipality passed and approved Ordinance 31-2023 Regarding the Illinois Paid Leave for All Workers Act for the City of Herrin.

The pamphlet form of Ordinance 31-2023, included the Ordinance and a cover sheet thereof, was prepared and a copy of such Ordinance was posted in the municipal building and on the municipality's website, commencing on November 28, 2023 and continuing for at least 10 days thereafter. Copies of such Ordinance were also available for public inspection upon request in the office of the City Clerk.

IN WITNESS WHEREOF, I have hereunto set my hand and the official seal of the City of Herrin, Illinois at my office this 28th day of November, 2023.



SHELLY HUGGINS, CITY CLERK
HERRIN, ILLINOIS

SEAL

CITY OF HERRIN

ORDINANCE NO. 31-2023

ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS
ACT FOR THE CITY OF HERRIN

ADOPTED BY THE CITY COUNCIL OF THE
CITY OF HERRIN, ILLINOIS, NOVEMBER 27, 2023

PUBLISHED IN PAMPHLET FORM BY AUTHORITY OF THE CITY COUNCIL OF
THE CITY OF HERRIN, WILLIAMSON COUNTY, ILLINOIS, THIS 28TH DAY OF
NOVEMBER, 2023.

Shelly Huggins
City Clerk

ORDINANCE NO. 31-2023

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS
ACT FOR THE CITY OF HERRIN**

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 **City of Herrin** is a home rule unit of government pursuant to Article VII, Section 6(a) of the Illinois Constitution and, pursuant to the provisions of said Section 6 of Article VII, may exercise any power or perform any function pertaining to its government and affairs; 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, the Act does not include any express limitation on the **City’s** home rule authority as required by Article VII, Section 6 of the Illinois Constitution; 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 **City** recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the **City** has determined that applying the Act to its own employees will negatively impact the **City** and place an undue financial and operational burden on the **City’s** ability to provide uninterrupted services to its residents; and

WHEREAS, the **City** believes and hereby declares that it is in the best interests of the **City** to clearly define the paid leave benefits that **City** employees shall receive and to opt out of the Act.

NOW, THEREFORE, be it ordained, by the **City Council** of the City of Herrin 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. The **City** hereby adopts its current paid leave policy for all **City** employees as set forth in the **City's** Code of Ordinances, Employee Handbook, Annual Salary Ordinances, any collective bargaining agreements to which the **City** is a party and all other binding legislative actions governing paid leave adopted by the **City Council of the City of Herrin**, as the same may be amended from time to time. However, in no event shall the **City**, as an employer, provide less than one (1) day of paid leave per year to any **City** employee.

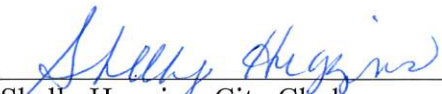
Section 3. Pursuant to the **City's** home rule authority, the **City/Village/Town** hereby declares that the **City**, as an employer, is exempt from the requirements of the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*). The **City**, as an employer, shall have no additional obligations with regard to mandatory paid leave, including, without limitation, any obligations provided under the Act, except those obligations required by federal and/or state law which validly preempt the **City's** home rule authority.

Section 4. 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 5. 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 6. 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.

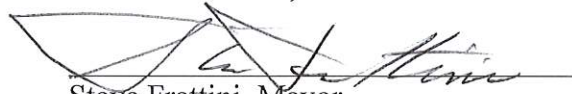
PASSED BY THE CITY COUNCIL AND APPROVED BY THE MAYOR OF THE CITY OF HERRIN, ILLINOIS THIS 27th DAY OF NOVEMBER, 2023.



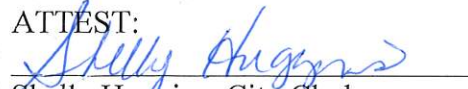
Shelly Huggins, City Clerk

<u>NAME</u>	<u>AYE</u>	<u>NAY</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Alderman Sheila Ahlgren	x			
Alderman David Shoemaker	x			
Alderman Randy Crompton	x			
Alderman Paul York	x			
Alderman Steve Miller				x
Alderman Scott Kinley	x			
Alderman Bill Sizemore				x
Alderman Marilyn Ruppel	x			

APPROVED BY THE MAYOR OF THE CITY OF HERRIN, ILLINOIS THIS 27th DAY OF NOVEMBER, 2023.


Steve Frattini, Mayor

ATTEST:


Shelly Huggins, City Clerk



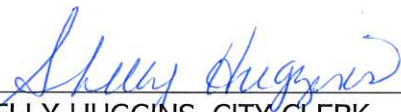
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