

VILLAGE OF CHAPIN

ORDINANCE NO. 2023-7

AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS  
ACT FOR THE VILLAGE OF CHAPIN, MORGAN COUNTY, ILLINOIS

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ADOPTED BY THE

PRESIDENT AND BOARD OF TRUSTEES

OF THE

VILLAGE OF CHAPIN, MORGAN COUNTY, ILLINOIS

THIS 13 DAY OF December, 2023

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Published in pamphlet form by authority of the President and Board of Trustees of the Village of Chapin, Morgan County, Illinois this 14 day of December, 2023.

**ORDINANCE NO. 2023-7**

**AN ORDINANCE REGARDING THE ILLINOIS PAID LEAVE FOR ALL WORKERS  
ACT FOR THE VILLAGE OF CHAPIN, MORGAN COUNTY, ILLINOIS**

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;

WHEREAS, the Village of Chapin is a non-home rule Illinois municipality;

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");

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.*);

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;

WHEREAS, the Village of Chapin recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees;

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

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

NOW, THEREFORE, be it ordained, by the President and the Board of Trustees of the Village of Chapin, Morgan County, Illinois, 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 Chapin hereby adopts its current paid leave policy for all Village employees as set forth in the Village's Ordinances, Personnel Policies, Employee Handbook, and all other binding legislative actions governing paid

leave adopted by the President and Board of Trustees of the Village of Chapin, as the same may be amended from time to time. However, in no event shall the Village of Chapin, 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 13 day of December, 2023.

AYES:	<u>5</u>
NAYS:	<u>0</u>
ABSTENTIONS:	<u>0</u>
ABSENT:	<u>1</u>

APPROVED THIS 13 day of December, 2023.

  
\_\_\_\_\_  
Village President

ATTEST:  
  
\_\_\_\_\_  
Village Clerk

STATE OF ILLINOIS )

) SS

CERTIFICATION

COUNTY OF MORGAN )

I, Christina  
Courier, the appointed and acting Village Clerk of the Village of Chapin, Morgan County, Illinois, do hereby certify that attached copy of Ordinance No. 2023-7 is a true and correct copy of the Ordinance passed by the President and Board of Trustees of the Village of Chapin, Morgan County, Illinois, at a meeting of said Village Board held on the 13 day of December, 2023, all as the original of the same remains in the official records of my office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said Village of Chapin, Illinois this 13 day of December, 2023.

  
Village Clerk

STATE OF ILLINOIS )

) SS

**PUBLICATION CERTIFICATE**

COUNTY OF MORGAN )

I, Christina  
Courier, certify that I am the Village Clerk of the Village of Chapin, Morgan

County, Illinois. I further certify that on the 13 day of December, 2023, the President and

Board of Trustees of the Village of Chapin, Illinois, passed and approved Ordinance No.

2023-7, entitled :

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which provided by its terms that it should be published in pamphlet form.

The pamphlet form of Ordinance No. 2023-7, including the Ordinance and a cover sheet thereof, was prepared, and a copy of such Ordinance was posted at the Village Hall, commencing

on the 14 day of December, 2023, and continuing for at least ten (10) days thereafter.

Copies of such Ordinance were also available for public inspection upon request in the Office of the Village Clerk.

Dated at Chapin, Illinois, this 13 day of December, 2023.



Village Clerk

(SEAL)