

**THE CITY OF BLUE ISLAND  
COOK COUNTY, ILLINOIS**

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**ORDINANCE  
NUMBER 2023-043**

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**AN ORDINANCE OF THE CITY OF BLUE ISLAND, COOK COUNTY, ILLINOIS REGARDING  
THE PAID LEAVE FOR ALL WORKERS ACT**

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**FRED BILOTTO, Mayor  
RAEANN CANTELO-ZYLMAN, City Clerk  
JAIRO FRAUSTO, City Treasurer**

**DEXTER JOHNSON  
LUIZ MONTOYA  
NANCY RITA  
BILL FAHRENWALD  
GABRIEL McGEE  
CANDACE CARR  
JOSH ROLL**

**Aldermen**

**ORDINANCE  
NUMBER 2023-043**

**AN ORDINANCE OF THE CITY OF BLUE ISLAND, COOK COUNTY,  
ILLINOIS, REGARDING THE PAID LEAVE FOR ALL WORKERS ACT**

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**WHEREAS**, the City of Blue Island, Cook County, Illinois (the “*City*”) is a duly organized and existing City created under the provisions of the laws of the State of Illinois and operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances and adopt resolutions for the benefits of the residents of the City; and

**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, which such fines or penalties as may be deemed proper; and

**WHEREAS**, the City of Blue Island is a non-home rule Illinois municipality; and

**WHEREAS**, the Governor of the State of Illinois 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 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 Mayor and Aldermen of the City of Blue Island recognize the importance of paid leave and currently provide reasonable paid leave benefits to City employees; and

**WHEREAS**, the Mayor and Aldermen of the City of Blue Island have determined that

applying the Act to City 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 Mayor and Aldermen of the City of Blue Island believe and declare that it is in the best interests of the health, safety, and welfare of the residents of the City to clearly define paid leave benefits that City employees shall receive.

**NOW, THEREFORE, BE IT ORDAINED** by the Mayor and City Aldermen of the City of Blue Island, Cook County, Illinois as follows:

**Section 1.** That the above recitals and legislative findings are found to be true and correct and are hereby incorporated herein and made a part hereof, as if fully set forth in their entirety.

**Section 2.** Pursuant to section 15(p) of the Act, the City of Blue Island hereby adopts its current paid-leave policy for all City employees as set forth in The Code of Blue Island, Illinois; the City of Blue Island's Policy and Procedure Handbook; annual salary or budget ordinances; any collective bargaining agreements to which the City is a party; and all other binding legislative actions governing paid leave adopted by the Mayor and Aldermen of the City of Blue Island, 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.** If any section, paragraph, clause, or provision of this Ordinance shall be held invalid, the invalidity thereof shall not affect any other provision of this Ordinance.

**Section 4.** All ordinances, resolutions, motions, or orders in conflict with this Ordinance are hereby repealed to the extent of such conflict.

**Section 5.** This Ordinance shall be in full force and effect upon its passage, approval and publication as provided by law.

ADOPTED this 12<sup>th</sup> day of DECEMBER, 2023, pursuant to roll call as follows:

	YES	NO	ABSENT	PRESENT	ABSTAIN
Alderman JOHNSON			X		
Alderman FAHRENWALD	X				
Alderman RITA	X				
Alderman MONTOYA	X				
Alderman MCGEE	X				
Alderman CARR	X				
Alderman ROLL	X				
Mayor BILOTTO					
	6		1		

APPROVED by the Mayor on DECEMBER 12, 2023.

FRED BILOTTO  
MAYOR OF THE CITY OF BLUE ISLAND,  
COUNTY OF COOK AND STATE OF ILLINOIS

ATTESTED and Filed in my office this  
12<sup>TH</sup> day of DECEMBER, 2023.

RAEANN CANELO-ZYLMAN, CITY CLERK

PUBLISHED in pamphlet form this  
12<sup>TH</sup> day of DECEMBER, 2023.

RAEANN CANELO-ZYLMAN, CITY CLERK

STATE OF ILLINOIS     )  
  ) SS  
COUNTY OF COOK     )

CERTIFICATE

I, RAEANN CANTELO-ZYLMAN, certify that I am the duly elected and acting Municipal Clerk of the City of Blue Island of Cook County, Illinois.

I further certify that on **December 12, 2023**, the Corporate Authorities of such municipality passed and approved Ordinance No. **2023-043**.

Entitled:

**ORDINANCE: AN ORDINANCE OF THE CITY OF BUE ISLAND, COOK COUNTY, ILLINOIS, REGARDING THE PAID LEAVE FOR ALL WORKERS ACT.**

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

The pamphlet form of Ordinance No. **2023 - 043** including the Ordinance and a cover sheet thereof, was prepared, and a copy of such Ordinance posted in the municipal building commencing on **December 12, 2023**, and continuing for at least ten days thereafter. Copies of such Ordinance were also available for public inspection upon request in the office of the municipal clerk.

DATED at Blue Island, Illinois, this **12<sup>th</sup>** day of **December, 2023**.

CORPORATE SEAL

  
CITY CLERK

STATE OF ILLINOIS        )  
  )  
COUNTY OF COOK        )

  ss.

**CERTIFICATION**

**I, RAEANN CANTELO-ZYLMAN, DO HEREBY CERTIFY THAT** I am the duly elected City Clerk of the City of Blue Island, Illinois, as such City Clerk, I am the keeper of the minutes and records of the Proceedings of the City Council of the said City and have in my custody the ORDINANCE and BOOKS of the records of said City.

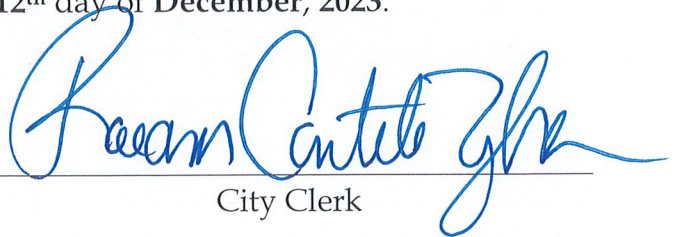
**I DO FURTHER CERTIFY** that the attached and foregoing is a true and correct copy of the certain **2023 - 043** Entitled: **ORDINANCE: AN ORDINANCE OF THE CITY OF BUE ISLAND, COOK COUNTY, ILLINOIS, REGARDING THE PAID LEAVE FOR ALL WORKERS ACT.**

**ORDINANCE NO. 2023-043** which was adopted at a regular meeting of the City Council of the City of Blue Island, Illinois held on the **12<sup>th</sup> day of December, 2023**; that at said meeting **6** Alderman were present; that at said meeting, on motion duly made and seconded that the Ordinance did pass and on the roll being called the vote of each Aldermen present on the question of the passage of said Ordinance was duly and separately taken by Ayes and Nays and their names and votes recorded in the minutes of **6** Alderman voted Aye and **0** Alderman voted Nay and **0** Alderman voted Abstain and **1** Alderman Absent.

**I DO FURTHER CERTIFY** that the original Ordinance which the foregoing is a true copy, is entrusted to my care for safe keeping, and that I am the lawful keeper of the same.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the Corporate Seal of the City of Blue Island aforesaid, at the said City in the County and State aforesaid, this **12<sup>th</sup> day of December, 2023**.

CORPORATE SEAL

  
\_\_\_\_\_  
City Clerk

