

**AN ORDINANCE OPTING OUT OF THE COOK COUNTY PAID LEAVE ORDINANCE
AND RENDERING THE COUNTY PAID LEAVE ORDINANCE INAPPLICABLE TO
EMPLOYERS LOCATED WITHIN THE CITY OF ROLLING MEADOWS**

WHEREAS, the City of Rolling Meadows, Cook County, Illinois (“City”) is a home rule unit of local government pursuant to Article VII, Section 6, of the 1970 Illinois Constitution, and, except as limited by such section, it may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the corporate authorities of the City have the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs and protect the health, safety, and welfare of its citizens; and

WHEREAS, on March 13, 2023, the Paid Leave for All Workers Act, 820 ILCS 192/1 *et seq.* (the “Illinois PLAW Act”) was signed into law, effective January 1, 2024, mandating that nearly all Illinois employers provide covered employees up to 40 hours of paid leave per 12-month period; and

WHEREAS, on or about December 14, 2023, the Cook County Board of Commissioners signed into law a home rule county ordinance, Ordinance No. 24-0583, as amended (County Paid Leave Ordinance”), mandating that Illinois employers, including units of local government, provide employees up to 40 hours of on-demand paid leave per 12-month period, essentially mirroring, but expanding the mandates of the Illinois PLAW Act; and

WHEREAS, the corporate authorities of the City have determined that application of the County Paid Leave Ordinance will negatively impact the City and place an undue financial and operational burden on the City’s businesses and employers; and

WHEREAS, the City finds that the state or federal level is the most appropriate to establish employer-related mandates; and

WHEREAS, Article VII, Section 6(c) of the Constitution of the State of Illinois provides that when an Illinois home rule county ordinance conflicts with an ordinance of a municipality, the municipal ordinance shall prevail within its jurisdiction; and

WHEREAS, the corporate authorities of the City find it necessary and in the best interests of the City to exercise its home rule powers and opt out of the County Paid Leave Ordinance, thereby excluding all employers within the City of Rolling Meadows from coverage under the County Paid Leave Ordinance.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Rolling Meadows, Cook County, Illinois, as follows:

Section 1: The facts and statements contained in the preambles to this Ordinance are found to be true and correct and are hereby adopted as part of this Ordinance.

Section 2: Pursuant to the City's home rule authority, the City of Rolling Meadows hereby opts out of the County Paid Leave Ordinance, thereby excluding all employers located within the City of Rolling Meadows from coverage under the provisions of the County Paid Leave Ordinance and rendering the provisions of the County Paid Leave Ordinance inapplicable to employers located within the City of Rolling Meadows.

Section 3: It is hereby declared that the County Paid Leave Ordinance conflicts with this Ordinance and, as such, this Ordinance prevails over the County Paid Leave Ordinance, in accordance with Article VII, Section 6(c) of the Constitution of the State of Illinois.

Section 4: This Ordinance shall not impact or diminish the application of the Illinois PLAW Act on employers located within the City of Rolling Meadows, nor does it diminish the continued effectiveness of Ordinance No. 23-55 or Ordinance No. 24-10, as those ordinances relate to the City of Rolling Meadows as a municipal employer only.

Section 5: If any section, subsection, paragraph, sentence, clause or phrase of this Ordinance or any part thereof is, for any reason, held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Ordinance, or any part thereof.

Section 6: All ordinances or parts of ordinances in conflict with the provisions of this Ordinance are hereby repealed to the extent of the conflict.

Section 7: This Ordinance shall be in full force and effect upon its passage and approval in accordance with law.

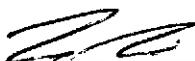
ADOPTED this 28th day of January, 2025.

AYES: Koehler, Budmats, O'Brien, Vinezeano, Boucher

NAYS: 0

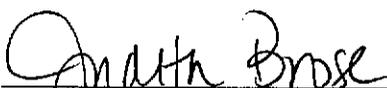
ABSENT: McHale, Reyez

APPROVED by me this 28th day of January, 2025.



Lara Sanoica, Mayor

ATTESTED and filed in my office,
this 31st day of January, 2025.



Judith Brose, Deputy City Clerk