

ORDINANCE AMENDING THE CITY CODE WITH REGARD TO CONFLICTS WITH CERTAIN HOME RULE COUNTY ORDINANCES

WHEREAS, the City of Rolling Meadows, as a home rule unit of local government as provided by Article VII, Section 6 of the Illinois Constitution of 1970, has the authority to exercise any power and perform any function pertaining to its government and affairs except as limited by Article VII, Section 6 of the Illinois Constitution of 1970; and

WHEREAS, on October 5, 2016, the County of Cook Board of Commissioners adopted an ordinance that requires employers in Cook County to provide a minimum number of paid sick days to employees; and

WHEREAS, on October 26, 2016, the County of Cook Board of Commissioner adopted an ordinance creating a minimum wage for employers in Cook County; and

WHEREAS, the City of Rolling Meadows finds that these Cook County Ordinances place an undue burden on employers within the City of Rolling Meadows given the current rights of employees available under Federal and State law; and

WHEREAS, the City of Rolling Meadows finds that given the considerable number of businesses that employ individuals that are required to work across municipal and county borders within the Chicago metropolitan region and throughout the State of Illinois, the City of Rolling Meadows believes that employment-related laws are best established at the Federal and State level; and

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

WHEREAS, pursuant to its home rule powers, the City of Rolling Meadows finds it in the best interest of the City to amend the City Code to clearly define the sick leave and minimum wage regulations that apply to employers located in the City of Rolling Meadows.

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

SECTION ONE: The recitals above shall be and are hereby incorporated in this Section 1 as if fully set forth herein verbatim.

SECTION TWO: the Rolling Meadows Code of Ordinances are hereby amended by adding thereto the following at Chapter 22 "Businesses":

Article IV- Minimum Hourly Wages and Paid Sick Leave.
Section 22-1185 Minimum Hourly Wages and Paid Sick Leave.

A. Employers located within the City shall comply with all applicable federal and/or State laws and regulations as such laws and regulations may exist from time to time with regard to both the payment of minimum hourly wages and paid sick leave.

Employee eligibility for paid sick leave and minimum hourly wages shall also be in compliance with all applicable federal and/or State laws and regulations as such laws and regulations may exist from time to time.

B. No additional obligations with regard to paid sick leave, or minimum hourly wages, including, without limitation, any additional obligations by ordinances adopted by the County of Cook Board of Commissioners, shall apply to employers located within the City, except those required by federal and/or State laws and regulations as such laws and regulations may exist from time to time.

C. For the purposes of this Section, the term "employee" means an individual permitted to work by an employer regardless of the number of persons the employer employs, and the term "employer" means any person employing one or more employees, or seeking to employ one or more employees, if the person has its principal place of business within the City or does business within the City.

SECTION THREE: This Ordinance shall be printed and published in pamphlet form by order of the City Council of the City of Rolling Meadows, Illinois.

SECTION FOUR: This Ordinance shall be in full force and effect from and after its passage, and approval as provided by law.

YEAS: Cannon, Prejna, Majikes, Banger, D'Astice, Veenbaas

NAYS: 0

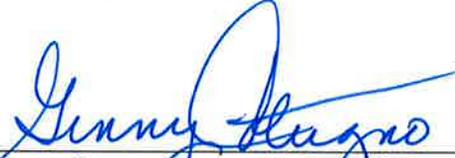
ABSENT: Judd

Passed and approved the 9th day of May 2017.



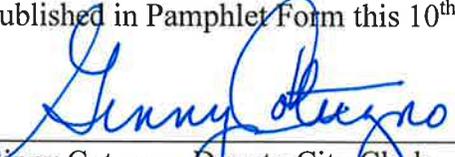
Tim Veenbaas, Acting Mayor

ATTEST:



Ginny Cotugno, Deputy City Clerk

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Ginny Cotugno, Deputy City Clerk