

**THORNTON TOWNSHIP, COOK COUNTY, ILLINOIS**  
**Ordinance # 24-001**

**AN ORDINANCE REGARDING**  
**THE ILLINOIS PAID LEAVE FOR ALL WORKERS ACT AND**  
**COOK COUNTY PAID LEAVE ORDINANCE**  
**FOR THORNTON TOWNSHIP, COUNTY OF COOK, STATE OF ILLINOIS**

**WHEREAS**, Thornton Township, Cook County, Illinois (the “Township”), is a duly organized and existing township and unit of local government created under the provisions of the laws of the State of Illinois, and is operating under the provisions of the Illinois Township Code, 60 ILCS 1/1-1, *et seq.* (the “Code”), and all laws amendatory thereto; and

**WHEREAS**, the Township Supervisor (the “Supervisor”) and the Township Trustees (the “Trustees”, and with the Supervisor, the “Township Board”) are committed to promoting the efficient operation of the Township government and ensuring the health, safety, and general welfare of the Township residents; 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**, 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 local ordinance that requires the employer to provide any form of paid leave to their employees; and

**WHEREAS**, on or about December 14, 2023, the Cook County Board of Commissioners passed the Cook County Paid Leave Ordinance (“Cook County Ordinance”), Ordinance No. 24-0583; and

**WHEREAS**, Cook County did not make the necessary appropriations or include statutory language exempting the Cook County Ordinance from the Illinois State Mandates Act (30 ILCS 805/1 *et seq.*); and

**WHEREAS**, effective December 31, 2023, the Cook County Ordinance requires an employer to provide certain paid leave to their employees; and

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

**WHEREAS**, the Township has determined that applying the Act or Cook County Ordinance to its own employees will negatively impact the Township and place an undue financial and operational burden on the Township's ability to provide uninterrupted services to its residents; and

**WHEREAS**, in light of the passage of the Act and Cook County Ordinance, the Township wishes to retroactively adopt and approve a One-Day Paid Leave Policy beginning its effective date of December 30, 2023 (the "Policy"), a copy of which is attached hereto and incorporated herein as Exhibit A, describing leave benefits for certain Township employees; and

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

**NOW, THEREFORE, BE IT ORDAINED** by the Township Board of Thornton Township, Cook 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 and Section 42-3 of the Ordinance, the Township hereby adopts its current paid leave policy for all Township employees as set forth in the Township's Employee Handbook adopted by the Supervisor and Board of Trustees of the Township, as the same may be amended from time to time. However, in no event shall the Township, as an employer, provide less than one (1) day of paid leave per year to any Township employee.

**Section 3.** The Township Board further authorizes and directs the adoption of the Policy set forth in Exhibit A, or any modifications thereto as shall be approved by the Supervisor or the Township Attorney, describing leave benefits for certain Township employees. This Policy shall go effective from December 30, 2023, to the present.

**Section 4.** The Township Board hereby ratifies any or all previous action taken to effectuate the intent of this Ordinance and authorizes and directs the Supervisor or her designee to execute any or all documentation and to take any additional steps that may be necessary to effectuate the intent of this Ordinance and to comply with the requirements of its Policy and other requirements of state and federal laws. The Township Clerk is hereby authorized and directed to attest to and countersign such documentation as may be necessary to carry out and effectuate the purpose of this Ordinance. The Township Clerk is also authorized and directed to affix the Seal of the Township to such documentation as is deemed necessary. The officers, employees and/or agents of the Township shall take all action necessary or reasonably required to carry out, give effect to and consummate the adoption of the Policy and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Township are specifically authorized and directed to draft and disseminate any or all necessary forms to be utilized in connection with this Ordinance and to effectuate the goals of this Ordinance.

**Section 5.** 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 6.** 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 7.** 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 law.

(Signature Page to Follow)

**PASSED AND APPROVED** by the Township Board of Thornton Township, Cook County, Illinois, on the \_\_\_\_\_ day of January 2024 by the following roll-call vote:

AYES: \_\_\_\_\_

NAYES: \_\_\_\_\_

ABSENT: \_\_\_\_\_

**APPROVED** this \_\_\_\_\_ day of January 2024.

\_\_\_\_\_  
Township Supervisor, Tiffany Henyard

\_\_\_\_\_  
Date

ATTEST:

\_\_\_\_\_  
Township Clerk

\_\_\_\_\_  
Date

**Exhibit A**

**One-Day Paid Leave Policy For Certain Employees of Thornton Township**

[Attached]