

**NORTHERN MORAINÉ WASTEWATER RECLAMATION DISTRICT GROVE**

**ORDINANCE NO. 2023-08**

**AN ORDINANCE REGARDING PAID LEAVES OF ABSENCE OF DISTRICT EMPLOYEES**

**WHEREAS**, the Northern Moraine Wastewater Reclamation District (the "***District***") is a municipal corporation pursuant to the Sanitary District Act of 1917, 70 ILCS 2405/1 (the "***Act***"); and

**WHEREAS**, pursuant to Section 2405/4 of the Act, the District has the authority to provide by ordinance appropriate terms and conditions relating to District employees; and

**WHEREAS**, the District has developed and approved an "***Employee Manual***," which Employee Manual has been amended from time-to-time; and

**WHEREAS**, the Employee Manual sets forth various terms and policies regarding leaves of absence for District employees; and

**WHEREAS**, consistent with Section 15(p) of P.A. 102-1143, the District has authority to establish requirements for employers to provide paid leave to their employees, including paid sick leave; and

**WHEREAS**, the President and Board of Trustees of the District (the "***District Board***") have determined that it will serve and be in the best interests of the District and its residents to establish minimum requirements for paid leave of District employees pursuant to the District's authority under P.A. 102-1143; and

**NOW, THEREFORE, BE IT ORDAINED** by the President and Board of Trustees of the Northern Moraine Wastewater Reclamation District, Counties of Lake and McHenry, State of Illinois, as follows:

**SECTION ONE. Recitals.** The foregoing recitals are incorporated into and made a part of this Ordinance by reference.

**SECTION TWO. Minimum Paid Time Off.** The District shall hereby provide every employee (whether full-time, part-time, or seasonal) not less than two (2) hours of paid time off annually. To the extent that the District establishes from time-to-time personnel policies extending a greater amount of paid leave, the amount of paid leave set forth in such policies shall apply to employees in accordance with the conditions and limitations of such policies. To the extent that a collective bargaining agreement sets forth standards different than the personnel policies established by the District, the terms of the collective bargaining agreement shall control to the extent permitted by law. Any paid time off shall be administered in accordance with the conditions and limitations of such personnel policies or (where applicable) collective bargaining agreements.

**SECTION THREE. Effective Date.** This Ordinance shall be in full force and effect upon its passage, approval, and publication in the manner provided by law, but in no event before December 31, 2023.

PASSED THIS 12<sup>th</sup> day of December, 2023.

AYES:

NAYS:

ABSENT:

APPROVED THIS 12<sup>th</sup> day of December, 2023.

  
District President

ATTEST:  
  
District Clerk

