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RESOLUTION OPPOSING PROPOSED COOK COUNTY ORDINANCE MANDATING THAT COOK COUNTY BUSINESSES GRANT EMPLOYEES AT LEAST FIVE (5) PAID SICK DAYS ANNUALLY

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WHEREAS, the Cook County Board of Commissioners is considering passage of an Ordinance requiring “covered employers” (those employers having a principal place of business in Cook County or does business with Cook County) to grant “covered employees” (those employees who perform at least eighty (80) hours of work for his/her employer in any one hundred twenty (120) day period) paid sick leave as follows:

One (1) hour of paid sick leave for every forty (40) hours worked, to be accrued to a maximum of forty (40) hours of paid sick leave for every twelve (12) month period; and

WHEREAS, it is proposed that this Ordinance will go into effect July 1, 2017; and

WHEREAS, the paperwork required of employers to keep track of accrued sick leave of employees would be onerous and be extremely burdensome on Cook County employers; and

WHEREAS, it has been estimated by the Cook County Board that this paid sick leave will add as much as 1.5% to each affected employer’s labor costs; and

WHEREAS, this proposed Ordinance will impose an extreme and unnecessary burden on affected employers having multiple offices or places of employment in and outside of Cook County as they will be required to track accrued sick leave separately for employees working within the boundaries of Cook County; and

WHEREAS, Cook County businesses, already at a competitive disadvantage compared to businesses in adjoining counties, sometimes just across the street, will be further burdened by the proposed Ordinance adding to their competitive disadvantage; and

WHEREAS, employers, as a rule, provide the necessary employee benefits, such as sick leave, that help the businesses attract and retain good employees; and

WHEREAS, if it is deemed necessary and in the public interest for employers to grant employees paid sick leave, such a requirement should be a matter of national policy rather than varying from city to city, county to county and state to state.

NOW, THEREFORE, Be It Resolved by the President and Board of Trustees of the Village of Orland Park, Cook and Will Counties, Illinois, a home rule municipal corporation that:

- a. The Village of Orland Park hereby expresses its opposition to the proposed Cook County Ordinance requiring employers to grant their employees five (5) paid sick days a year; and
- b. A certified copy of this Resolution be filed with the Cook County Board of Commissioners.