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FOR IMMEDIATE RELEASE
May 30, 2017

PRESS RELEASE

BDC TAKES NO POSITION ON PROPOSED MINIMUM WAGE AND SICK LEAVE ORDINANCES

Berwyn, IL (May 2017) The alert that appeared on the website of Arise Chicago makes misleading claims about the presentation made by the Berwyn Development Corporation (BDC) at the Berwyn City Council meeting on Tues, May 23, 2017. The site's claim that the "BDC recently made a plea to the Berwyn City Council, asking them to strip away...basic protections from the most vulnerable and ostracized workers to protect business owners" is patently false.

On May 23, the BDC facilitated an informational presentation, providing the essential facts concerning Cook County's Proposed Minimum Wage and Earned Sick Leave Ordinances. The BDC neither provided an opinion nor made a recommendation for City Council action. The BDC clearly stated that the organization will not take a position on these proposed ordinances. The purpose of this presentation was to simply summarize these forthcoming pieces of legislation and to offer legal counsel to answer questions. Berwyn's City Council will continue to consider the complicated and multi-faceted issues that have been raised by both ordinances.

Multiple attempts to reach Arise Chicago to clarify the inaccuracies on their website were unsuccessful.

For more information, contact Anthony Griffin at the BDC at 708-788-8100.

About the Berwyn Development Corporation

The Berwyn Development Corporation (BDC) markets Berwyn regionally and nationally as a prime business and leisure destination. We are here to promote Berwyn's energy and culture to visitors and residents and to create unique development opportunities for business. The BDC is a public-private partnership with the City of Berwyn that provides economic development and Chamber of Commerce services to all segments of the Berwyn community. We are a not-for-profit membership organization that serves over 300 businesses and individuals. The BDC continually strives to develop new programs, services and events that promote the community. For more information, visit whyberwyn.com or follow the BDC at facebook.com/WhyBerwyn, twitter.com/WhyBerwyn and instagram.com/WhyBerwyn.

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1022 S. La Grange Road
La Grange, Illinois 60525
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May 23, 2017

To: Mayor Robert J. Lovero

From: The Berwyn Development Corporation

Re: Essential Facts Concerning Cook County's Proposed Minimum Wage Ordinance

In anticipation of the discussion by the Committee of the Whole of Cook County's draft ordinance to increase the minimum wage, the BDC asked me to prepare a memorandum listing key facts regarding the Ordinance. I have also attached the draft workplace poster that employers would need to post.

1. *Covered Employees.* Hourly adult employees who are paid by the hour and work in Cook County for "at least 2 hours in any two-week period."
2. *Covered Employers:* Employers who either "(i) maintain a business facility within Cook County or (ii) have a license issued by Cook County."
3. *Minimum Hourly Wage:* The current minimum wage in Cook County for adults is the rate set by the State, \$8.25. Under the Ordinance, the wage rate would be as follows:

Period	Hourly Rate*
July 1, 2017 - June 30, 2018	\$10.00
July 1, 2018 - June 30, 2019	\$11.00
July 1, 2019 - June 30, 2020	\$12.00
July 1, 2020 - June 30, 2021	\$13.00
After June 30, 2020	Adjusted based on the inflation rate,

	but not to exceed 2.5% per year
The rate will not increase in any year that the unemployment rate is 8.5% or more	

*The Ordinance does not provide for an increase in the hourly wage rate of minors. That rate is currently \$7.75 per hour.

- Attached is a list of the municipalities in Cook County that have either opted-out, considering opting out of the Ordinance or not take any action on the Cook County Ordinance.

Neighboring Minimum Wage Rates:

City of Chicago: \$11.00 (as of) July 1, 2017; \$1.00 each year thereafter.
 Opt-Out Municipalities: \$8.25
 Collar Counties: \$8.25
 State of Indiana: \$7.25

- Legislation:* Pending in the Illinois House of Representatives is legislation that provides for a stepped increase the state minimum wage from \$8.25 to \$15.00 by 2022. The Labor and Commerce Committee voted to recommend it on April 5, 2017.
- Ordinance Opt-Out:* The City of Berwyn may opt-out of the Sick Leave Ordinance and its accompanying Regulations through the power granted to it by Article VII, Section 6(b) of the Illinois Constitution:

If a home rule county ordinance conflicts with an ordinance of a municipality, the municipal ordinance shall prevail within its jurisdiction.

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May 23, 2017

To: Mayor Robert J. Lovero

From: The Berwyn Development Corporation

Re: Essential Facts Concerning Cook County's Sick Leave Ordinance Proposed Regulations

In anticipation of the discussion by the Committee of the Whole of the proposed regulations to the Sick Leave Ordinance ("Regulations"), the BDC asked me to prepare a memorandum listing facts regarding the Regulation. I have also attached the draft workplace poster that employers would need to post.

1. *Covered Employees.* All Employees who work at least 80 hours for a covered employee and are physically present within Cook County for at least 2 hours during a two-week period.
2. *Covered Employers:* Individual or incorporated employers who either "(i) maintain a business facility within Cook County or (ii) have a license issued by Cook County."
3. *Sick Leave Accrual:* Covered employees receive one hour of sick leave for every forty hours of work.
4. *When Used:* Employees must use accrued paid sick leave within one-hundred eighty days of when earned. Sick days do not carry over. Employees do not receive sick pay for days that are accrued but unused at termination.
5. *Used For:* Employee's medical care or a "Family Member." Family members include children, spouse, domestic partner, parents, siblings, grandparents and grandchildren. In addition to medical care, earned sick leave can be used due to domestic violence or a sex offense.

6. *Notice:* Employers may require at least seven days advance notice, unless the need is unforeseeable. After three consecutive sick day, an employer may require an employee to provide documentation that the leave was for a covered purpose.

7. *Ordinance Opt-Out:* The City of Berwyn may opt-out of the Sick Leave Ordinance and its accompanying Regulations through the power granted to it by Article VII, Section 6(b) of the Illinois Constitution:

If a home rule county ordinance conflicts with an ordinance of a municipality, the municipal ordinance shall prevail within its jurisdiction.

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