



**Board of Commissioners of Cook County
Legislation and Intergovernmental Relations Committee**

PUBLIC HEARING – RECONVENED from July 13, 2016

Tuesday, August 2, 2016

1:00 PM

**Cook County Building, Board Room, Rm. 569
118 North Clark Street, Chicago, Illinois**

NOTICE AND AGENDA

There will be a meeting of the Committee or Subcommittee of the Board of Commissioners of Cook County at the date, time and location listed above to consider the following:

PUBLIC TESTIMONY

Authorization as a public speaker shall only be granted to those individuals who have submitted in writing, their name, address, subject matter, and organization (if any) to the Secretary 24 hours in advance of the meeting. Duly authorized public speakers shall be called upon to deliver testimony at a time specified in the meeting agenda. Authorized public speakers who are not present during the specified time for public testimony will forfeit their allotted time to speak at the meeting. Public testimony must be germane to a specific item(s) on the meeting agenda, and the testimony must not exceed three minutes; the Secretary will keep track of the time and advise when the time for public testimony has expired. Persons authorized to provide public testimony shall not use vulgar, abusive, or otherwise inappropriate language when addressing the Board; failure to act appropriately; failure to speak to an item that is germane to the meeting, or failure to adhere to the time requirements may result in expulsion from the meeting and/or disqualify the person from providing future testimony.

16-3730

PROPOSED RESOLUTION

Sponsored by: LARRY SUFFREDIN, County Commissioner

**REQUESTING A HEARING OF THE LEGISLATION AND INTERGOVERNMENTAL
RELATIONS COMMITTEE TO DISCUSS THE IMPACT OF THE FAMILY MEDICAL LEAVE
ACT ON STAFFING**

WHEREAS, the Federal Family and Medical Leave Act of 1993 (“FMLA”) requires Cook County to provide its employees job-protected and unpaid leave for qualified medical and family reasons; and

WHEREAS, in a study by the Society for Human Resource Management entitled “FMLA and Its Impact on Organizations,” found that there has been a greater number of requests to take FMLA leave in recent years and that there is a financial cost for such leave; and

WHEREAS, an increase in the number of employees taking FMLA leave would have an impact on the minimum staffing levels needed to maintain core operations at critical County facilities including the Cook County Jail, the Juvenile Temporary Detention Center and the Cook County Health and Hospitals System, among others; and

WHEREAS, overtime spending is effected by employees taking FMLA leave; and

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby request that a meeting of the Legislation and Intergovernmental Relations Committee be convened to discuss the impact of Cook County employees taking leave under the Family and Medical Leave Act on maintaining minimum staffing levels; and

BE IT FURTHER RESOLVED, that the Director of the Bureau of Human Resources and the Human Resources Directors for all independently elected officials and the Cook County Health and Hospital System, the Juvenile Temporary Detention Center and the Cook County Sheriff appear before the Legislation and Intergovernmental Relations Committee and be prepared to update the Committee on the effect of the Family and Medical Leave Act on Cook County’s staffing.


Secretary

Chairman: Suffredin
Vice-Chairman: Fritchey
Members: Committee of the Whole