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September 8, 2016

The Honorable Timothy O. Schneider
Cook County Commissioner
Cook County Building
118 N Clark Street, Suite 567
Chicago, IL 60602

Dear Commissioner Schneider:

I am contacting you on behalf of Elk Grove Village to express concern about the proposed Cook County mandate requiring that all businesses offer paid sick leave to their employees.

The sick leave requirement would apply to any employee that works at least 80 hours in a 120-day period (or less than 5 hours/week), requiring that for every 40 hours worked, one hour of paid sick leave be provided. This ordinance would also apply to any business licensed by, receiving a contract from, or awarded an incentive by Cook County.

Elk Grove Village has several concerns with this proposal:

First, there are cost implications for businesses, particularly small businesses that are located in our community. The ordinance cites a "small, 0.7 to 1.5% increase in labor costs for most employers." To our knowledge, no one has surveyed businesses in suburban Cook County to determine the accuracy of this statement, but we disagree that the .7 to 1.5% increase should be described as "small." The cost of the proposed mandate would create an uneven playing field for the businesses located in our community in comparison to those in the rest of the metropolitan area. This is especially harmful to collar communities such as ours, where businesses do not have to move very far to relocate outside of Cook County and into DuPage County.

Second, the mandate will create a confusing regulatory environment for businesses. Elk Grove Village has businesses located in two counties and the ordinance could create two sets of rules for businesses within our borders. Several other communities face the same issue. Also, because the proposed Cook County mandate infringes on the home rule authority of communities, Elk Grove Village, and other communities have the option to approve a home rule ordinance limiting the application of this mandate. This would create a patchwork of rules and regulations throughout Cook County. This type of policy would be best addressed at the state or national level, so that there is a fair and consistent application of rules and regulations for businesses.

Third, the mandate hinders economic development in Cook County. Even if the Village opts out under our home rule authority, this ordinance will hinder our ability to attract and retain businesses



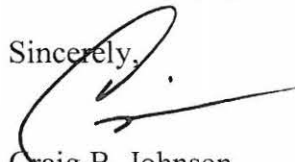
in our community. The mandate applies to all businesses awarded an incentive by Cook County, undermining the most powerful economic development tool available—the 6B Real Estate Tax Incentive.

Finally, there has been a lack of discussion and outreach regarding the impacts of this proposal. Elk Grove Village has not had sufficient time to study the impacts of the mandate or assess what type of policy is appropriate for businesses located in Elk Grove Village.

It is my understanding that this ordinance could be considered by the Cook County Board of Commissioners as early as September 14th. I request that the Board defer any further action until additional information can be gathered, and additional discussion can take place. If Commissioner Gainer calls the matter for a vote on September 14th, I respectfully request that you vote in opposition.

If you have any questions, please feel free to contact me.

Sincerely,



Craig B. Johnson
Mayor

c: Board of Trustees
Village Manager
Shirlanne Lemm, Elk Grove Chamber of Commerce
David Parulo, Meet Chicago Northwest
Mark Fowler, Northwest Municipal Conference

