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August 26, 2016

The Honorable Toni Preckwinkle  
Cook County Board President  
118 N. Clark Street – Room 537  
Chicago, IL 60602

Dear President Preckwinkle:

I am contacting you on behalf of the Village of Schaumburg to express concern about the proposed mandate from Cook County that all businesses offer paid sick leave to their employees. The ordinance, sponsored by Commissioner Gainer, will also apply to any firm that is licensed by, receives a contract from, or is awarded an incentive by Cook County.

My understanding is that the provisions of the ordinance will mirror those in Chicago's ordinance that was passed in June. The sick leave requirement will apply to any employee that works at least 80 hours in a 120-day period (or less than 5 hours/week). And, that for every 40 hours worked, one hour of paid sick leave shall accrue. The maximum accrual in any 12 month period is 40 hours.

The Village of Schaumburg has four main 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." While we have not surveyed businesses to determine the accuracy of this statement, we disagree that the .7 to 1.5% increase should be described as "small." In fact, we have already heard from some Schaumburg area businesses that this mandate would cause them to consider relocating from Schaumburg and Cook County.

Second, the proposed mandate will create an uneven playing field for the businesses located in our community in comparison to those in the rest of the metropolitan area. This will hinder economic development and business expansion in our area. Further, Schaumburg 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.



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Third, the proposed Cook County mandate infringes on Schaumburg's home rule authority. Schaumburg's Village Attorney has opined that a home rule ordinance could be approved by municipalities to limit the application of Cook County mandates. It is my understanding that the Cook County State's Attorney's Office has reached the same legal conclusion. If this were to occur, a patchwork of rules and regulations could be the result, creating a confusing regulatory environment for businesses. It seems that this type of policy would be best addressed at the state or national level.

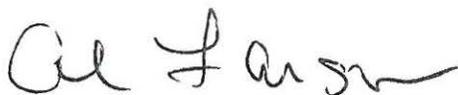
Finally, there has been a lack of communication and discussion regarding the impacts of this proposal. Schaumburg learned about it from a column published in *Crain's Chicago Business* and has not had sufficient time to study the impacts or assess what type of policy is appropriate for Schaumburg-based businesses.

It is my understanding that this ordinance could be considered by the Cook County Board of Commissioners as early as September 14<sup>th</sup>. I respectfully request that you encourage the Board to defer any further action until additional information can be gathered, and additional discussion can take place with suburban communities and businesses that will be impacted by this proposal.

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

Sincerely,

VILLAGE OF SCHAUMBURG



Al Larson  
Village President

cc: Board of Trustees  
Village Manager  
Assistant Village Manager  
Director of Community Development  
Economic Development Manager  
Kaili Harding, Schaumburg Business Association  
David Parulo, Meet Chicago Northwest