



Village of Arlington Heights

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Thomas W. Hayes
Mayor

September 9, 2016

The Honorable Timothy O. Schneider
County Board Commissioner, 15th District
118 N. Clark Street - Room 567
Chicago, IL 60602

Dear Commissioner Schneider:

I am contacting you on behalf of the Village of Arlington Heights 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, requiring employers to provide sick to leave to any employee working at least 80 hours in a 120-day period (or less than 5 hours/week).

The Village of Arlington Heights has four main concerns with this proposal.

First, we believe that this ordinance places a new burden on 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."

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. Arlington Heights is located close enough to Lake and DuPage County communities that we often are competing for the same businesses.

Third, the proposed Cook County mandate infringes on Arlington Heights's home rule authority. The Village Legal Department 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 within the County 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. Arlington Heights 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 Arlington Heights-based businesses.

Sept. 9, 2016

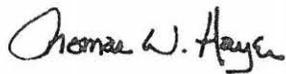
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The Arlington Heights Chamber of Commerce is also opposing this proposal as currently written. It is my understanding that this ordinance could be considered by the Cook County Board of Commissioners as early as September 14th. I respectfully request 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 ARLINGTON HEIGHTS

A handwritten signature in cursive script that reads "Thomas W. Hayes".

Thomas W. Hayes
Mayor

cc: Board of Trustees
Village Manager
Director of Community Development
Jon Ridler, Arlington Heights Chamber of Commerce
David Parulo, Meet Chicago Northwest