

ORDINANCE NO. 030811

**AN ORDINANCE AMENDING THE  
HANOVER TOWNSHIP PERSONNEL POLICY**

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**NOW, THEREFORE, BE IT ORDAINED** by the Board of Trustees of Hanover Township, Cook County, Illinois, as follows:

**SECTION ONE:** Article VIII of the Hanover Township (the "Township") Personnel Policy dated June 10, 2008 (the "Personnel Policy") is hereby amended by adding the following Section M thereto:

"Article VIII, Section M - Maternity/Paternity Leave:

Maternity/paternity leave under this Policy is a paid leave associated with the birth of an employee's own child or the placement of a child with the employee in connection with adoption or foster care. Maternity/paternity leave is not charged against the employee's leave credits, and the amount of paid days received is fifty percent (50%) of the employee's salary for thirty (30) days. In order to be eligible for said paid maternity/paternity leave, the employee must have worked for the Township as a full time employee (as defined herein) during the 12 months immediately preceding the maternity/paternity leave.

Health insurance benefits will continue to be provided during the paid maternity/paternity leave under this Policy at the same rate as in effect before the leave was taken.

The employee must provide 30 days prior notice (or as much notice as practicable if the leave is not foreseeable) to the employee's department head of the request for leave and complete the necessary forms and file said forms with the Township Administrator.

After the 30 days of paid maternity/paternity leave has concluded, subsequent leave shall be covered under appropriate policies, including, but not limited to, leave under the Family Medical Leave Act (FMLA). The balance of FMLA leave beyond the 30 days of paid maternity/paternity leave for eligible employees shall be in accordance with Section F of this Article. Maternity/paternity leave is considered time used against the maximum twelve weeks of Family Medical Leave and runs concurrently with FMLA or any other leaves for which the employee is eligible. During the paid maternity/paternity leave, the employee may charge sick leave, vacation leave, and/or personal leave up to 100% of the employee's salary.

Employees who are not eligible for paid maternity/paternity leave may nevertheless be eligible for other leaves of absence and/or benefits provided under this Personnel Policy or as otherwise required by law, including, but not limited to Family Medical Leave, disability leave, and/or reasonable accommodations under the Americans with Disabilities Act. Nothing herein shall be construed as a limitation or denial of any benefits that an employee would otherwise be eligible for under the Township Personnel Policy and/or applicable law, including but not limited to any disability leave and continued health care coverage.

The employee's right to reinstatement shall be as provided in this Personnel Policy and in accordance with applicable federal and state laws and regulations including but limited to the Pregnancy Discrimination Act."

**SECTION TWO:** Article X of the Personnel Policy is hereby amended by adding the following Section D thereto:

"Article X, Section D - Pregnancy Discrimination Policy

The Township prohibits and does not tolerate discrimination against anyone on the basis of pregnancy. The Township will treat all applicants and employees who are pregnant in the same manner as any other applicant or employee with regard to job-related functions, benefits, opportunities, and purposes. No person or employee, no matter his or her title or position, has the authority, whether express, actual, and apparent or implied, to discriminate against a pregnant employee or applicant.

If you have a question, complaint, or problem related to pregnancy discrimination, you should relate such question, complaint, or problem to your Department Head. If you feel uncomfortable doing so, or if you feel that your Department Head is the source of the problem, condones the problem, or ignores the problem, report your concern to the Township Administrator.

If neither of these alternatives is satisfactory to you, then you can direct your questions, problems, complaints, or reports to the Township Supervisor."

**SECTION THREE: SEVERABILITY.** If any section, paragraph or provision of this Ordinance shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph or provision shall not affect any of the remaining provisions of this Ordinance.

**SECTION FOUR: REPEAL OF PRIOR ORDINANCES.** All prior Ordinances and Resolutions in conflict or inconsistent herewith are hereby expressly repealed only to the extent of such conflict or inconsistency.

**SECTION FIVE: EFFECTIVE DATE.** This Ordinance shall be in full force and effect upon its passage and approval.

ROLL CALL VOTE:

AYES: 5

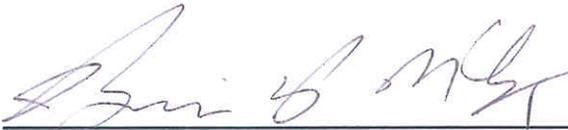
NAYS: 0

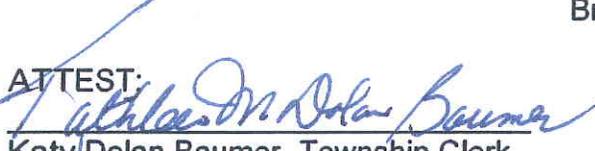
ABSENT: 0

PASSED: March 8, 2011

APPROVED: March 8, 2011

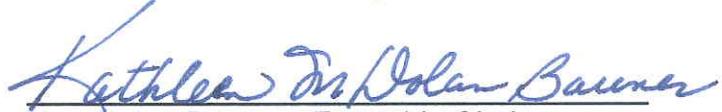
*Supervisor McGuire and Trustees Benoit  
Burke, Krick, and Westlund-Reunihan*

  
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Brian P. McGuire, Township Supervisor

ATTEST:  
  
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Katy Dolan Baumer, Township Clerk

**CERTIFICATION**

I, the undersigned, do hereby certify that I am the Township Clerk of Hanover Township, Cook County, Illinois, and that the foregoing is a true, complete and exact copy of Ordinance 030811 adopted on March 8, 2011 and approved on March 8, 2011, as the same appears from the official records of Hanover Township.

  
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Katy Dolan Baumer, Township Clerk