

RESOLUTION NO. 0219193

**A RESOLUTION TO APPROVE AN AMENDMENT TO
THE TOWNSHIP MATERNITY/PATERNITY LEAVE POLICY**

WHEREAS, the Supervisor and Board of Trustees of Hanover Township (the "Board") sets the personnel policy for the employees of Hanover Township; and

WHEREAS, the Board has adopted the "Hanover Township Personnel Policy," as amended by Hanover Township Resolution #121512-2, to codify the personnel policy for the employees of Hanover Township; and

WHEREAS, the Board deems it appropriate from time-to-time to conduct an analysis of the Hanover Township Personnel Policy and revise the Hanover Township Personnel Policy, *inter alia*, to comply with current employment laws, statutes, regulations, and ordinances; and

WHEREAS, the Board has reviewed the Hanover Township Personnel Policy and deems it necessary and appropriate to amend the Township Maternity/Paternity leave policy contained therein to increase the percentage of salary paid to employees during maternity/paternity leave from fifty percent (50%) to one hundred (100%), and to provide that the use of paid leave benefits by employees in concurrence with Family and Medical Leave Act leave is optional, as opposed to required; and

NOW, THEREFORE, BE IT RESOLVED by the Supervisor and Board of Town Trustees of Hanover Township, Cook County, Illinois, as follows:

SECTION ONE: INCORPORATION OF RECITALS. The recitals are hereby incorporated into the body of this Resolution as though fully set forth herein.

SECTION TWO: ADOPTION. The amendments to the Maternity/Paternity Policy contained in the Hanover Township Personnel Policy, as provided herein, are hereby adopted and approved.

SECTION THREE: DIRECTION TO STAFF. The Township Administrator, or his designee, is hereby directed to delete the stricken text (indicated textually in the same manner as the following example: "~~stricken text~~") from, and to add the underlined text (indicated textually in the same manner as the following example: "underlined text") to, the Hanover Township Personnel Policy, as follows.

A. With respect to Article VII, Section K, Sub-Section 1 of the Hanover Township Personnel Policy:

Maternity/paternity leave under this Policy is a 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 during which time an employee is paid ~~50%~~ 100% of his or her salary. Maternity/paternity leave is not charged against the employee's leave credits. Eligible employees may take up to 30 calendar days of maternity/paternity leave. 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.

B. With respect to Article VII, Section K, Sub-Section 4 of the Hanover Township Personnel Policy:

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 Article IX of the Personnel Policy. 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. However, if also utilizing FMLA during maternity/paternity leave, an employee must use any available paid time off, in concurrence with their leave.~~

C. With respect to Article VII, Section K, Sub-Section 4 of the Hanover Township Personnel Policy:

Any employee taking FMLA leave is ~~required to~~ may substitute and use any remaining paid leave benefits which are available or become available during the FMLA leave. This includes vacation, personal, floating holiday and sick days.

SECTION FOUR: SEVERABILITY. If any section, paragraph or provision of this Resolution 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 Resolution.

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

SECTION SIX: EFFECTIVE DATE. This Resolution shall be in full force and effect upon its passage and approval.

ROLL CALL VOTE: Supervisor McGuire and Trustees Benoit, Essick, Martinez, and Moinuddin

AYES: 4 *Supervisor McGuire and Trustees Benoit, Martinez, and Essick*

NAYS: 0

ABSENT: 1 *Trustee Moinuddin*

PASSED: February 19, 2019

APPROVED: February 19, 2019



Brian P. McGuire, Township Supervisor

ATTEST:


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 Resolution 0219193 enacted on February 19, 2019, and approved on February 19, 2019, as the same appears from the official records of Hanover Township.



Katy Dolan Baumer, Township Clerk