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**SEAN M. MORRISON**  
COMMISSIONER - 17<sup>TH</sup> DISTRICT  
COOK COUNTY BOARD OF COMMISSIONERS  
sean.morrison@cookcountyil.gov

June 26, 2017

The Honorable Robert T. Bielinski  
Village President, Village of Wilmette  
1200 Wilmette Avenue  
Wilmette, Illinois 60091

Dear Mayor Bielinski:

Thank you for your recent letter regarding Cook County Minimum Wage and Mandatory Paid Sick Leave Ordinances. As commissioner of the 17<sup>th</sup> District which represents more than 30 municipalities, my office has worked extensively to provide information on these economic issues with virtually all of the 17<sup>th</sup> District as well as dozens more from throughout Cook County.

In your letter, you submitted several questions regarding the procedural history, independently collected data by Cook County, dialogue with suburban municipalities and several other critical elements regarding these two ordinances.

Please find attachments compiled by my staff to help address your questions to the best of our ability. First, you will find my letter I submitted (on 8/5/16) to the sponsors of the Paid Sick Leave Ordinance which addressed several of your questions. My letter received no response.

My staff has put together the procedural history for both ordinances by date. Quite simply, there was no extensive discussion or outreach to suburban municipalities and a Cook County "working group" was never created to study these two issues in depth.

My staff has inquired to the administration regarding Cook County's PSL benefits as it relates to the minimum 5 hours requirement for private employers and we will get back to you once we have obtained an appropriate answer.

I know my letter might seem insufficient of information but that is only because the process for which the board passed these two ordinances was, in my opinion, woefully inadequate. Moving ahead, I do look forward to continuing this conversation with you and your village on these most vital economic issues.

Sincerely,

Sean M. Morrison

SMM/cp



# Sean M. Morrison

17th District Cook County Commissioner

August 5, 2016

Commissioner Bridget Gainer  
Commissioner Jesus G. Garcia  
Commissioner Luis Arroyo, Jr.  
Cook County Board of Commissioners  
118 N. Clark Street, Room 567  
Chicago, Illinois 60602

**Re: Item # 16-4229: Establishing Employer Paid Sick Leave For Residents of Cook County**

Dear Commissioners:

As the sponsors of Item # 16-4229 which proposes “Establishing Employer Paid Sick Leave For Residents of Cook County”, I would like to raise several questions with you regarding this proposed ordinance:

- **Why have all governmental bodies been excluded from this proposed ordinance? Does the County Board presume that government takes precedence over private employers?**
- **Does the Illinois Constitution grant home rule local units of government the authority to legislate a payment mandate on private employers?**
- **The proposed ordinance states, “1.1 billion in annual savings in hospital emergency department costs.” Where did this financial data derive its source from? What qualified resources have verified the quantitative accuracy of this assertion and is it available for review?**
- **The proposed ordinance references a .75 to 1.75 fiscal impact estimate cost model developed by the Civic Consulting Alliance.” Can you provide me with a copy of CCA’s cost model for my review? What other qualified resources have verified the quantitative fiscal accuracy of this assertion?**
- **What will be the monitoring and enforcement fiscal impact costs of this ordinance on Cook County government, and ultimately the taxpayers? What county agency will be mandated to administer and provide these service resources? What are the departments and the forecasted fiscal amount that will need to be accounted for in the FY2017 Budget and beyond to facilitate this ordinance?**
- **Would a business based outside of Cook County be mandated to participate? How are employers addressed that have same-based employees whose job functions have them working in both Cook and non-cook county as part of their workplace performance? Would a business based in Cook County be required to provide this same benefit to all of their employees, even those whose job functions are performed outside of Cook County?**

- **Will the proposed ordinance exempt companies that already offer PTO (Paid Time Off) to its employees? Or, will 'Paid Sick Leave' be in addition to existing PTO programs? Will it also apply to union employees working under a Collective Bargaining Agreement? If not, why?**
- **Have the Chicagoland Chamber of Commerce, Illinois Retail Merchants Association, Illinois Restaurant Association or any other business associations formally weighed in on this proposed ordinance? If so, have they issued an opinion on what the fiscal impact would be on private sector employers?**
- **Has feedback been solicited from the Mayors and Managers of municipalities within Cook County who border the collar counties of DuPage, Kane, Lake, McHenry, Will and the state of Indiana as to whether this proposed ordinance would place a greater financial burden on their existing small business owners? Will this ordinance serve to create an additional hardship in keeping those businesses within their communities? And, will it serve to further hinder their exhaustive attempts to attract new business and create new economic development opportunities within their municipalities?**

With county tax revenues down and many on this board working tirelessly with their local leaders to spur economic development in their districts, it appears the timing of this proposal does not look beneficial to employers in Cook County who are eager to grow their businesses and create new jobs. Also, this added financial burden can easily have a reverse effect on Cook County government's proactive economic development initiatives.

As always, I want to thank you for your consideration of my request and I look forward to your timely response to these most critical questions.

Sincerely,



Sean M. Morrison  
Commissioner, 17<sup>th</sup> District

Cc: President Toni Preckwinkle  
Cook County Board of Commissioners

**PROCEDURAL HISTORY**  
**COOK COUNTY BOARD OF COMMISSIONERS**

**PAID SICK LEAVE ORDINANCE**

6/29/16 – Introduced and referred to the Labor Committee

7/13/16 – Moved from the Labor Committee to the Finance Committee

10/5/16 – Finance Committee accepted a substitute; recommended the substitute for approval

10/5/16 – Paid Sick Leave Ordinance approved by the Board

**MINIMUM WAGE ORDINANCE**

10/5/16 – Introduced and referred to the Legislation & Intergovernmental Relations Committee

10/25/16 – Committee accepted a substitute; recommended the substitute for approval

10/26/16 – Minimum Wage Ordinance approved by the Board