

RESOLUTION 2012 - 103

A RESOLUTION AUTHORIZING AMENDING CHAPTER 14, SECTION 14.06 - FAMILY AND MEDICAL LEAVE OF ABSENCE (FMLA) - LEAVE IS UNPAID OF THE VILLAGE OF VERNON HILLS PERSONNEL RULES

WHEREAS, the Village Board has approved amending Chapter 14, Section 14.06 of the Village of Vernon Hills Personnel Rules.

NOW THEREFORE BE IT RESOLVED BY THE VILLAGE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS:

That Chapter 14, Section 14.06, Family and Medical Leave of Absence (FMLA) – Leave is Unpaid is hereby amended to read as follows:

Although family/medical (“FMLA”) leave is unpaid leave, during any FMLA leave, employees must use available accrued paid time off, including vacation leave, sick leave, roll call time, if applicable, and compensatory time, subject to the limitations on use of accrued sick leave as described hereinafter. The use of paid time off during an FMLA leave of absence shall not extend the length of an employee’s FMLA leave. If an employee requests leave because of a birth, adoption or foster care placement of a child, the employee shall first use available sick leave, not to exceed eighty (80) hours, which paid sick leave shall run concurrently with FMLA leave; thereafter, the employee must substitute accrued paid vacation for unpaid FMLA leave, followed by floating holidays, roll call time, if applicable, and compensatory time, respectively. If an employee requests leave to care for a covered family member with a serious health condition, forty-eight (48) hours of sick leave shall be used, if available; thereafter, any accrued paid vacation must be substituted and used for unpaid FMLA leave, followed by floating holidays, roll call time, if applicable, and compensatory time, respectively. If leave is requested because of the employee’s own serious health condition, available sick leave must first be substituted for unpaid FMLA leave; thereafter, the employee must substitute accrued paid vacation for unpaid FMLA leave, followed by personal holidays, roll call time, if applicable, and compensatory time, respectively. The use of such paid time off during an FMLA leave of absence shall not extend the length of an employee’s FMLA leave.

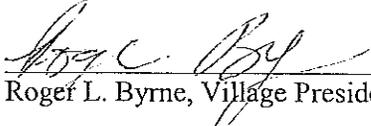
Dated this 5th day of June, 2012

Adopted by roll call vote as follows:

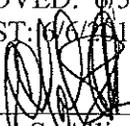
AYES: 6 – Schultz, Schwartz, Williams, Hebda, Koch, Marquardt

NAYS: 0 – None

ABSENT AND NOT VOTING: 0 – None


Roger L. Byrne, Village President

PASSED: 6/05/2012
APPROVED: 6/5/2012
ATTEST: 6/5/2012


Michael S. Allison, Village Clerk

