



WHAT'S HAPPENING

Happy New Year!

The year has begun and we have already hit the ground running. As you are all aware the IRS has sent us several notices regarding the 941 Payroll tax late fees for 2022. Staff along with our attorney, Steve Adams from Robbin Schwartz, wrote a plea letter explaining our situation and the circumstances regarding the 2022- 941 employer tax payments and asked for forgiveness through the IRS Forgiveness Program.

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CALL TO ACTION!
**PAID LEAVE FOR ALL
WORKERS ACT
EFFECTIVE
JANUARY 1, 2024!!!!**

[READ MORE](#)



Department of the Treasury
Internal Revenue Service

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Over the holidays, we received a Notice of Appointment that our Tax Matter had been assigned to a Field Revenue Officer for investigation. Our appointment is set for January 19 at 10:00 am in Downers Grove. I have requested that Steve Adams attend this 2-3 hour meeting with staff.

Send us positive vibes!!! I will keep you updated!



JANUARY DATES TO REMEMBER:

- **NEW BOARD MEMBER ORIENTATION BREAKFAST : 1/22/24**
- **IAPD/IPRA CONFERENCE : 1/24 - 1/27/24**
- **NWSRA BOARD MTG. : 1/31/24**

PAID LEAVE FOR ALL WORKERS ACT

Our law firm, Robbins Schwartz sent a email newsletter stating that Cook County had adopted its own Paid Leave Ordinance covering school districts, community colleges, park districts, and units of local government. Below is the article for those who may not have received it.

On December 14, 2023, the Cook County Board of Commissioners adopted a Paid Leave Ordinance, which closely mirrors the State's Paid Leave for All Workers Act. The Paid Leave Ordinance requires Cook County employers to provide employees with up to 40 hours of paid leave during a 12-month period on an accrual or frontload basis. While the State's Paid Leave for All Workers Act expressly excludes school districts and park districts, Cook County's Paid Leave Ordinance does not. The Cook County Commission on Human Rights, the agency tasked with enforcing the Paid Leave Ordinance, recently confirmed that the Paid Leave Ordinance does not exempt school districts, community colleges, park districts, or units of local government, and that the intention of the Paid Leave Ordinance is to cover municipal employees as well private sector employees.

The Paid Leave Ordinance takes effect on December 31, 2023, however the County's enforcement of the Ordinance will not begin until February 1, 2024. Also, similar to State law, the Paid Leave Ordinance grandfathers collective bargaining agreements in effect on or before January 1, 2024, until they next expire, at which time they either need to comply with the Paid Leave Ordinance or include express waiver language.

The [Cook County Government website](#) indicates that the County will provide updated notices and FAQs prior to January 1, 2024. Further, the County will adopt interpretive and procedural rules for its enforcement of the Paid Leave Ordinance in early 2024.

Similar to Cook County's Earned Sick Leave Ordinance which took effect on July 1, 2017, home rule municipalities may opt out of the Paid Leave Ordinance. Many home rule municipalities opted out of the Earned Sick Leave Ordinance on behalf of all employers operating within their territorial limits.

I sent you a plea asking for you all, while you are fighting for each of your Member Districts, to keep NWSRA in the forefront of your minds as we are an extension of each of you. Together we serve the individuals with disabilities in the 17 communities in the northwest suburbs of Chicago.

To you that have already spoken to your legislators and included NWSRA in your conversations, I say BRAVO! This will only get amended if we all work together.

Jeff Janda, Executive Director of the Streamwood Park District, spoke with Ted Mason, Chief of Staff for Commissioner Kevin Morrison this morning. The Cook County Board is looking to address an amendment related to the Cook County Paid Leave Ordinance at the January 22, 2024, Board Meeting. The Commissioners will also discuss including SRA's in the exemption! Mr. Mason related that it is extremely important that ALL of the Cook County Park Districts reach out to their respective Commissioners and explain the impact of the Ordinance and the need for the exemption to mirror the state exemption. The Commissioners need to here from all NWSRA members! Please don't forget to include the SRA's in your dialogue related to the exemption.