

## **Subject: Oppose the Chicago Park District's Proposed Rollback of Military Leave Protections**

The Chicago Park District is proposing an amendment to Chapter V, Section B.5 of its Code — and it would significantly weaken protections for employees who serve in the military.

Below is a plain-language comparison between the current policy and the proposed changes. After reviewing this, I encourage you to submit a public comment opposing the amendment using the link provided at the bottom.

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### **Current Code (Section B.5 – Military Leave)**

Guarantees full salary and benefits for employees on active military duty, for the entire duration of their orders.

Requires employees to turn over their military pay to receive full Park District pay.

Includes no time limits, benefits continue as long as military orders remain in effect.

Medical coverage continues during military leave, with no extra cost beyond standard co-pays.

Peace Corps leave is granted in accordance with the Illinois Administrative Code.

### **Proposed Amendment (April 2025 – Exhibit A)**

Removes the full-pay guarantee and instead offers three options:

1. Concurrent compensation
2. Differential compensation
3. Use of benefit time

Removes the requirement to turn over military pay, but does not commit to full pay.

No clear statement that benefits or compensation will last the entire duration of orders.

Frames leave as being “in accordance with applicable federal and state laws,” which suggests a shift to minimum legal standards (ISERRA) instead of maintaining the stronger existing benefit.

Medical and Peace Corps provisions remain unchanged.

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### **Why This Matters**

The current code offers one of the strongest military leave protections in Illinois. The proposed amendment removes that clarity, opens the door to reduced compensation, and risks harming those who already sacrifice for our country.

We should be strengthening our commitment to service members — not scaling it back.

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### **Take Action Now**

Submit your public comment before the May 25 deadline and tell the Park District to reject the current language of the amendment:

[\\*\\*\\*\\*\\*.chicagoparkdistrict.com/notice-amendment-chicago-park-district-code-chapter-v-april-2025](https://www.chicagoparkdistrict.com/notice-amendment-chicago-park-district-code-chapter-v-april-2025)

Let’s protect those who serve — not weaken their benefits.