ORDINANCE NO. 186936

An ordinance amending Section 4.129 of the Los Angeles Administrative Code, pertaining to Family and Medical Leave, to provide Paid Parental Time for non-represented employees for the pilot period of January 1, 2021, through June 30, 2025.

THE PEOPLE OF THE CITY OF LOS ANGELES DO ORDAIN AS FOLLOWS:

Section 1. A new Subsection (i) is added to Section 4.129 of the Los Angeles Administrative Code to read as follows:

(i) **Paid Parental Time Pilot Program.**

1. The City will implement the Paid Parental Time (PPT) Pilot Program for a pilot period of January 1, 2021, through June 30, 2025. This program provides eligible employees who experience a qualifying event up to six (6) weeks (240 hours) of 100% paid time off for pregnancy disability and/or to bond with their new child during Family and Medical Leave (FML). Use of PPT shall be limited to six (6) weeks (240 hours) as part of the employee's FML entitlement during the employee's 12-month FML anniversary period.

2. Paid Parental Time shall be available to eligible employees who have experienced one of the following qualifying events:

A. Birth of a child;

B. Disability due to pregnancy;

C. Long-term placement of a child for foster care;

D. Placement of a child for adoption; or

E. Placement of a child for legal guardianship

3. Paid Parental Time may be used at the employee's discretion without regard to any other available paid time off balance. All eligible employees with a qualifying event shall receive up to six (6) weeks (240 hours) of PPT regardless of any other paid time off balances (i.e., sick leave, vacation, compensatory time off, etc.). Paid Parental Time may be used at the employee's discretion at any time during pregnancy or bonding FML and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude PPT within one (1) year of the child's birth or placement. Paid Parental Time will be administered in the same manner as all other paid time off balances. Paid Parental Time does not accrue, carry over, or pay out upon retirement or separation from City service.

Sec. 2. This ordinance shall be effective upon publication, pursuant to Charter Section 252(g).

Sec. 3. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By _____
VIVIENNE SWANIGAN
Assistant City Attorney

Date 11/20/20

File No. _____

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The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

Ordinance Passed 02/24/2021

Approved 02/25/2021

Published Date: 03/03/2021
Ordinance Effective Date: 03/03/2021
Council File No.: 15-1033