

PERSONNEL & ANIMAL WELFARE

MOTION

The availability of paid sick leave is often cited as a universal necessity for all workers as a safeguard to allow time off to recuperate from illness or to care for love ones. City employees are no different and the availability of sick leave benefits are important for the health, safety, and morale of City employees who need this compensated time off for their own illness or to care for a sick family member.

For over 30 years, the City's policy for accruing sick leave has remained consistent. Los Angeles Administrative Code Sections 4.110.1 and 4.126 have established a policy that City employees must complete six consecutive months of City service before qualifying for sick leave. However, in 2016, City leaders enacted the City's Living Wage Ordinance to establish certain minimum wage and benefit requirements for all employees in the City, including City workers. The City's Living Wage Ordinance codified a new section in the Los Angeles Municipal Code (Section 187.04) which specified that paid sick leave shall begin accruing on the first day of employment, and that an employee may begin taking accrued sick time off after 90 days of employment.

To eliminate any confusion, this discrepancy between LAAC Sections 4.110.1 and 4.126 and those specified in LAMC Section 187.04 must be rectified. City staff should review this difference in sick leave policies, as well as any other applicable provisions (e.g., negotiated provisions of labor agreements) and report to the City Council with recommendations.

I THEREFORE MOVE that the City Council instruct the City Administrative Officer, with the assistance of the Personnel Department, to report within 30 days on discrepancies in sick leave policies as detailed in this Motion and the steps necessary to modify the Los Angeles Administrative Code, as well as any applicable provisions in current labor agreements, to be consistent with the provisions of the Living Wage Ordinance as codified in the Los Angeles Municipal Code.

CO-PRESENTED BY:



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Councilmember, 12th District



PAUL KORETZ
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SECONDED BY:



ORIGINAL



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