

ORDINANCE NO. 186345

An ordinance amending Section 4.129 of the Los Angeles Administrative Code to remove the restriction limiting the amount of bonding time off used by parents who are both City employees to the time allowed for only one employee when caring for a new child by birth or adoption, or foster care of a child, and to remove obsolete language referring to the minimum duration of bonding leave under the California Family Rights Act.

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

Section 1. The first paragraph of Subdivision 2 of Subsection (c) of Section 4.129 of the Los Angeles Administrative Code is amended to read as follows:

2. Parents (including those who are domestic partners) who both work for the City may take leave under the provisions of this section at the same time to care for a new child by birth or adoption, or foster care of a child. Effective September 1, 2018, such "bonding" leave commencing on or after September 1, 2018, by parents who both work for the City shall not be limited to the time allowed for only one employee. Instead, the bonding leave of each parent will be based separately on the period of time to which that parent is entitled, independent of the other parent.

Sec. 2. The second paragraph of Subdivision 7 of Subsection (d) of Section 4.129 of the Los Angeles Administrative Code is amended to read as follows:

In accordance with the California Family Rights Act (CFRA), leave for the birth, adoption, or foster care placement of a child of an employee ("bonding" leave) does not have to be taken in one continuous period of time. Under CFRA, the basic minimum duration of bonding leave is two weeks, and on any two occasions an employee is entitled to this bonding leave for a time period of less than two weeks' duration. Any other form of intermittent leave, or work on a reduced schedule, for the purpose of bonding leave shall only be permitted at the discretion of Management. Bonding leave must be concluded within one year of the birth or placement of the child.

Sec. 3. This ordinance shall be operative upon publication, pursuant to Charter Section 252(g).

Sec. 4. 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 9/10/19

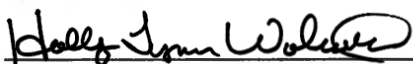
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The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR





Ordinance Passed 10/22/2019

Approved 10/22/2019

Ordinance Effective Date: 11/03/2019
Council File No.: 19-1164

DECLARATION OF POSTING ORDINANCE

I, **Ottavia Smith** state as follows: I am, and was at all times hereinafter mentioned, a resident of the State of California, over the age of eighteen years, and a Deputy City Clerk of the City of Los Angeles, California.

Ordinance No. **186345** - a copy of which is hereto attached, was finally adopted by the Los Angeles City Council on **10/22/2019**, and under the direction of said City Council and the City Clerk, pursuant to Section 251 of the Charter of the City of Los Angeles and Ordinance No. 172959, I conspicuously posted a true copy of said ordinance at each of the three public places located in the City of Los Angeles, California, as follows: 1) one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; 2) one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; 3) one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records beginning on **10/25/2019** and will be continuously posted for ten or more days.

I declare under penalty of perjury that the foregoing is true and correct.



Deputy Clerk

Date: 10/25/2019

Ordinance Effective Date: 11/03/2019

Council File No.: 19-1164