

ORDINANCE NO. 186346

An ordinance amending Section 4.127 of the Los Angeles Administrative Code, pertaining to Family Illness, to increase the aggregate allowed leave in a calendar year from 12 to 15 days and to allow use of 75% Sick Leave upon exhaustion of accrued 100% Sick Leave hours, effective January 1, 2020, for non-represented employees.

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

Section 1. Section 4.127 of the Los Angeles Administrative Code is amended in its entirety to read as follows:

Sec. 4.127. Allowance for Leave for Illness in Family.

(a) Any employee who is absent from work by reason of the illness or injury of a member of his/her immediate family and who has accrued sick leave at full pay shall, upon approval of the appointing authority or the agent thereof designated to determine such matter, be allowed leave of absence with full pay for not to exceed in the aggregate fifteen (15) working days (120 hours) in any one calendar year, provided such employee shall furnish a satisfactory doctor's certificate or other suitable and satisfactory proof showing the nature and extent of the injury or illness to justify such absence. "**Immediate family**" shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, grandparents, grandchildren, step-parents, step children of any employee of the City, the domestic partner of an employee, a household member (any person residing in the immediate household of the employee at the time of the illness or injury), and the following relatives of an employee's domestic partner: child, grandchild, mother, and father. Any non-represented employee who claims a domestic partner for purposes of the provisions of this subsection shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner, declaring the existence of a domestic partnership with a named domestic partner. No affidavit is required to secure family illness benefits arising from the illness or injury of a household member. By extending to an employee the specific benefits defined in this subsection, the City does not intend to confer or to imply any other unspecified benefits to such employee, or to the employee's domestic partner, or to the employee's household members, or to any other person.

(b) Any non-represented employee shall be allowed leave of absence with full pay for up to an aggregate of fifteen (15) working days (120 hours) in any one calendar year for the provisions of Subsection (a) hereinabove, or for the purpose of adopting a child.

(c) The aggregate number of days of absence for which pay may be allowed under this section shall be included in the number of days for which sick leave with full pay is allowed under Section 4.126 of this Code. Effective January 1, 2020, non-

represented employees shall be permitted to use 75% sick leave hours for family illness after exhausting all their available 100% sick leave hours.

Sec. 2. This ordinance shall be operative 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 9/10/19

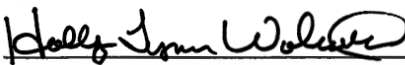
File No. _____

m:\muni counsel\cao ordinances\laac ord amend 4.127 family illness.docx

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. **186346** - 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