

ORDINANCE NO. _____

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.

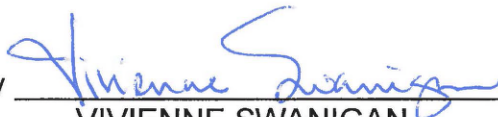
Sec. 3. This ordinance shall be operative upon publication, pursuant to Charter Section 252(g).

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

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 _____

Approved _____