

PERSONNEL & ANIMAL WELFARE

MOTION

The addition of a child to a family by childbirth or adoption is one of the most momentous times in a family's life. The first few months of a child's development are crucial to the long term health of the child. Studies have found that bonding between the parents and a new child helps with the growth of cognitive functions and early childhood development.

City of Los Angeles (City) policies and regulations regarding parent-child bonding are predicated on the Federal Family and Medical Leave Act (FMLA) of 1993, which states that all employees are entitled to 12 weeks of leave following childbirth. Unfortunately, FMLA also provides that if both employees work for the same employer, they are granted no more than 12 weeks of aggregate leave.

In order to allow for greater parent-child bonding, the City allows up to 4 months per employee as childbirth leave. However, if both employees work for the City, they are entitled to only 4 months of leave in the aggregate. This creates a situation which effectively shortens the time that the child can spend with both of their parents and interrupts the bonding process. Council action is necessary to remediate this loss of leave during the critical early child-parent bonding process.

I THEREFORE MOVE that the City Administrative Officer, with the assistance and cooperation of the City Attorney, be instructed to prepare and present a report on the feasibility/implications of amending the Los Angeles Administrative Code relative to Leave of Absences, to provide the following:

- Amending current restrictions that state that in the birth or adoption of a child, the aggregate time for family leave for both City employees shall equal to the allotted time for one employee in a manner to afford both parents adequate bonding time with the child; and
- Allow for all City employees who are taking leave for childbirth or adoption to utilize their sick time prior to having to utilize their vacation time.

PRESENTED BY: _____

Jose Huizar
JOSE HUIZAR
Councilmember, 14th District

Nury Martinez
NURY MARTINEZ
Councilmember, 6th District

SECONDED BY: _____

Paul Kutz

ORIGINAL

AUG 01 2018

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