

ORDINANCE NO. _____

An ordinance amending Subsections (a) through (d) of Section 4.129 of the Los Angeles Administrative Code, pertaining to Family and Medical Leave - Non-Represented Employees, to provide for leave to care for a designated person, to replace the definition of “son or daughter” with “child,” and to remove obsolete language requiring two employees who are spouses or domestic partners to share in the allotted time to care for an employee’s parent.

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

Section 1. Subdivision 1 of Subsection (a) of Section 4.129 of the Los Angeles Administrative Code is amended to read as follows:

1. Up to four (4) months (nine (9) pay periods) of family or medical leave shall be provided for the purpose of childbirth, adoption, foster care of a child, or serious health condition of an “immediate family member” (as defined in Section 4.127) or “designated person” (effective January 1, 2023, as defined in Subsection (b) below), upon the request of the employee, or designation by Management in accordance with applicable Federal or State law, notwithstanding any other provisions in the Los Angeles Administrative Code to the contrary.

Sec. 2. Subdivision 4 of Subsection (b) of Section 4.129 of the Los Angeles Administrative Code is amended to read as follows:

4. Child means a biological, adopted, or foster child, a stepchild, a legal ward or child of a person standing in loco parentis, who is either under age 18, or age 18 or older and incapable of self-care because of a mental or physical disability.

Sec. 3. A new Subdivision 6 is added to Subsection (b) of Section 4.129 of the Los Angeles Administrative Code to read as follows:

6. Designated person, in accordance with California Government Code Sec. 12945.2(b)(2), effective January 1, 2023, “means any individual related by blood or whose association with the employee is the equivalent of a family relationship.” Family medical leave shall not be used for more than one designated person during an employee’s 12-month entitlement period, with the designated person being identified by the employee when leave is requested to care for that designated person.

Sec. 4. Subdivision 2 of Subsection (c) of Section 4.129 of the Los Angeles Administrative Code is amended in its entirety 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. "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. 4. Subdivision 3 of Subsection (d) of Section 4.129 of the Los Angeles Administrative Code is amended to read as follows:


3. **Family Illness** – The start of a family leave for a serious health condition of a family member or designated person shall begin on the date requested by the employee or designated by Management.

Sec. 5. This ordinance shall be effective upon publication, pursuant to Charter Section 252(g).

Sec. 7. 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

HYDEE FELDSTEIN SOTO, City Attorney

By 
VIVIENNE SWANIGAN
Assistant City Attorney

Date 4/25/2023

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 _____