

ORDINANCE NO. _____

An ordinance amending Section 4.129 of the Los Angeles Administrative Code, pertaining to Family and Medical Leave - Non-Represented Employees, to convert the Paid Parental Time provided under Subsection (i) from a pilot program to a permanent provision effective March 24, 2024, increase the amount of Paid Parental Time from six weeks (240 hours) to 12 weeks (480 hours), and update language for consistency.

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

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

(i) Paid Parental Time

1. The City will implement the Paid Parental Time pilot program for a pilot period of January 1, 2021, through June 30, 2025. This program provides eligible civilian full-time, half-time, and intermittent employees who experience a qualifying event up to six (6) weeks (240 hours) of 100% paid time off for pregnancy disability and/or to bond with their new child during Family and Medical Leave. Use of Paid Parental Time shall be limited to six (6) weeks (240 hours) as part of the employee's Family and Medical Leave entitlement during the employee's 12-month Family and Medical Leave anniversary period.

Notwithstanding the date range above, on March 24, 2024, the Paid Parental Time pilot program shall become permanent and the pilot program will no longer be in effect. Under the permanent program, Paid Parental Time shall increase from up to six (6) weeks (240 hours) to up to twelve (12) weeks (480 hours). Use of Paid Parental Time shall be limited to twelve (12) weeks (480 hours) as part of the employee's Family and Medical Leave entitlement during each of the employee's 12-month Family and Medical Leave anniversary periods.

2. Paid Parental Time shall be available to eligible employees who have experienced any of the following qualifying events:

- A. Birth of a child;
- B. Disability due to pregnancy;
- C. Long-term placement of a child for foster care;
- D. Placement of a child for adoption; or
- E. Placement of a child for legal guardianship.

3. Paid Parental Time may be used at the employee's discretion without regard to any other available paid time off balance. During the pilot program, all eligible employees with a qualifying event shall receive up to six (6) weeks (240 hours) of Paid Parental Time regardless of any other paid time off balances (i.e., sick leave, vacation, compensatory time off, etc.). Effective March 24, 2024, all eligible employees with a qualifying event shall receive up to twelve (12) weeks (480 hours) of Paid Parental Time regardless of any other paid time off balances (i.e., sick leave, vacation, compensatory time off, etc.). Paid Parental Time may be used at the employee's discretion at any time during Family or Medical Leave for pregnancy disability or bonding leave and taken on a continuous or intermittent basis in no less than one (1) hour increments. Employees must conclude Paid Parental Time within one (1) year of the child's birth or placement. Paid Parental Time will be administered in the same manner as all other paid time off balances. Paid Parental Time does not accrue, carry over, or pay out upon retirement or separation from City service.

Sec. 2. This ordinance shall be effective 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

HYDEE FELDSTEIN SOTO, City Attorney

By 
VIVIENNE SWANIGAN
Assistant City Attorney

Date May 2, 2024

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 _____