

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to amending Los Angeles Administrative Code (LAAC) Section 4.127 .2 to expand the leave time after a late-term and term stillbirth to allow for a full recovery from this traumatic event.

Recommendation for Council action, pursuant to Motion (Yaroslavsky – Park):

INSTRUCT the City Administrative Officer (CAO) and the Personnel Department to report on the feasibility and implications of amending the LAAC Section 4.127 .2 to expand the leave time after a late-term and term stillbirth to allow for a full recovery from this traumatic event.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On December 3, 2024, your Committee considered a Motion (Yaroslavsky – Park) relative to amending LAAC Section 4.127 .2 to expand the leave time after a late-term and term stillbirth to allow for a full recovery from this traumatic event. According to the Motion, in January 2024, SB 848 took effect that entitles employees who have been employed for at least 30 calendar days may take up to five days of leave for reproductive loss within three months following a reproductive loss event, such as miscarriages and failed adoptions. This includes late-term and term stillbirths, despite being the equivalent to a full-term live birth.

In response, on May 17, 2024, Council approved an Ordinance that amended the Los Angeles Municipal Code (LAMC) Section 4.127.2 to allow employees five days of leave for reproductive loss (Council File No. 24-0242), in compliance with California Government Code Section 12945.6. This paid leave time, however, provides insufficient time for individuals who experience late-term and term stillbirths.

According to the Center for Disease Control, stillbirth affects about 1 in 160 births, and each year 24,000 babies are stillborn in the United States. The loss of a baby due to a stillbirth remains a tragic reality for many and takes a serious mental and physical toll on an individual and on a family. Those who experience late-term and term stillbirth also face many physical challenges, as they must often endure a complicated process of labor and delivery. Raising awareness about stillbirth and promoting emotional and physical recovery resources, such as paid time off, will help reduce the stigma surrounding pregnancy loss and provide better support systems for the tens of thousands of people affected by the devastating events of stillbirths every year. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

SOTO-MARTINEZ: YES

PRICE: YES

ARL

12/3/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-