

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: February 27, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **LEAVE FOR REPRODUCTIVE LOSS – ORDINANCES ADDING LOS ANGELES ADMINISTRATIVE CODE SECTIONS 4.127.2 AND 4.180**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends the following actions by the City Council and Mayor:

1. That the City Council, subject to the approval of the Mayor:
 - A. Adopt the attached ordinance, approved as to form and legality by the City Attorney, adding Section 4.127.2 to the Los Angeles Administrative Code to provide for “Leave for Reproductive Loss” for civilian employees, in compliance with California Government Code Section 12945.6;
 - B. Adopt the attached ordinance, approved as to form and legality by the City Attorney, adding Section 4.180 to the Los Angeles Administrative Code to provide for “Leave for Reproductive Loss” for sworn employees, in compliance with California Government Code Section 12945.6; and
2. That the City Council authorize the Controller and the CAO to correct any clerical or technical errors in the above ordinances.

SUMMARY

Effective January 1, 2024, in accordance with California Senate Bill 848, California Government Code Section 12945.6 requires the City of Los Angeles as a covered employer to allow employees who have been employed for at least 30 calendar days to take up to five days of leave within a 12-month period for reproductive loss within three months following a reproductive loss event. A reproductive loss event is defined as a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction.

Leave for reproductive loss shall be taken on assigned work days using the number of hours the employee is usually scheduled to work on those days, and may be taken as consecutive or nonconsecutive days off. Employees may use unpaid leave, accrued unused

sick leave, accrued unused vacation time, or accrued compensatory time off, or any combination thereof for their reproductive loss leave. In the event of an employee experiencing multiple reproductive loss events exceeding four events within a 12-month period, the amount of aggregate time off is limited to 20 days within a 12-month period.

The ordinances submitted herein amend the Los Angeles Administrative Code to add Sections 4.127.2 and 4.180 to provide “Leave for Reproductive Loss” for civilian and sworn employees, respectively, in compliance with California Government Code Section 12945.6.

FISCAL IMPACT

Any costs associated with the ordinances adding Sections 4.127.2 and 4.180 to the LAAC, which provide for “Leave for Reproductive Loss” for civilian and sworn employees, respectively, in compliance with California Government Code Section 12945.6, will be absorbed within budgeted funds for Fiscal Year 2023-24.

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Attachments