

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, the Council approved an ordinance that amended the Los Angeles Municipal Code Section 4.127.2 to allow employees five days of leave for reproductive loss (C.F. 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.

I THEREFORE MOVE that the Council instruct the City Administrative Officer and the Personnel Department to report on the feasibility and implications of amending the Los Angeles Administrative Code 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.

PRESENTED BY:


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SECONDED BY:



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