

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Subsection (d) of Section 4.126 and Subsection (a) of Section 4.127 of the Los Angeles Administrative Code, pertaining to Allowance for Sick Leave and Allowance for Leave for Illness in Family, respectively, to include leave for a designated person by non-represented employees.

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

Section 1. Subsection (d) of Section 4.126 of the Los Angeles Administrative Code is amended to read as follows:

(d) Upon approval of the appointing authority, any employee may be allowed sick leave with full pay not to exceed an aggregate of 48 hours in any one calendar year but in not less than one-half hour increments at any one time, which shall be included in the allowance of sick leave at full pay under this section for the purpose of securing preventive medical, dental, optical or other like treatment or examination for the employee and for members of the employee's immediate family or, effective January 1, 2023, the employee's designated person as defined in Section 4.127 of this Code.

Sec. 2. Subsection (a) of Section 4.127 of the Los Angeles Administrative Code is amended to read as follows:

(a) Any employee who is absent from work by reason of the illness or injury of a member of the employee's immediate family or, effective January 1, 2023, designated person and who has accrued sick leave at full pay shall, upon approval of the appointing authority or the agent thereof designated to determine such matter, be allowed leave of absence with full pay for not to exceed in the aggregate fifteen (15) working days (120 hours) in any one calendar year, provided such employee shall furnish a satisfactory doctor's certificate or other suitable and satisfactory proof showing the nature and extent of the injury or illness to justify the absence. "Immediate family" shall include the father, father-in-law, mother, mother-in-law, brother, sister, spouse, child, foster child, grandparent, grandchild, step-parent, step-child of any employee of the City, the domestic partner of an employee, a household member (any person residing in the immediate household of the employee at the time of the illness or injury), and the following relatives of an employee's domestic partner: child, grandchild, mother, and father. Any non-represented employee who claims a domestic partner for purposes of the provisions of this subsection shall complete a confidential affidavit to be filed in the Employee Benefits Office, Personnel Department, which shall be signed by the City employee and the domestic partner, declaring the existence of a domestic partnership with a named domestic partner. No affidavit is required to secure family illness benefits arising from the illness or injury of a household member. "Designated person," in accordance with

California Labor Code Section 245.5(c)(8), effective January 1, 2023, “means a person identified by the employee at the time the employee requests paid sick days.” Employees are limited to only one designated person per 12-month period. By extending to an employee the specific benefits defined in this subsection, the City does not intend to confer or to imply any other unspecified benefits to such employee, or to the employee's domestic partner, or to the employee's household members, or to any other person.

Sec. 3. This ordinance shall be effective upon publication, pursuant to Charter Section 252(g).

Sec. 4. 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

\_\_\_\_\_

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Ordinance Passed \_\_\_\_\_

Approved \_\_\_\_\_