

ORDINANCE No. 187473

* Approve a revision to Human Resources Administrative Rule - 6.05 Family Medical Leave to allow for six weeks of paid parental leave in a calendar year for eligible employees (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. Paid parental leave has a positive impact on both the health of the mother and the child.
2. Fathers who take parental leave are more involved with their children.
3. Paid parental leave reduces turnover as women who are offered paid parental leave are more likely to return to work and remain with the same employer.
4. Paid parental leave is consistent with City Council's commitment to become an Employer of Choice by fostering a family-friendly workplace.
5. Paid parental leave will enhance the City's ability to attract and retain a qualified workforce.
6. A revision to Human Resources Administrative Rule 6.05 Family Medical Leave is required to authorize the provision of paid parental leave to eligible employees.
7. The Director of Human Resources recommends amending Human Resources Rule 6.05 Family Medical Leave as set forth in Exhibit A and adding to the rule the non-binding Frequently Asked Questions (FAQ) as set forth in Exhibit B.

NOW, THEREFORE, the Council directs:

- a. The Director of the Bureau of Human Resources to amend Human Resources Administrative Rule 6.05 - Family Medical Leave, under her authority under City Code, to allow six weeks of paid parental leave for eligible employees upon the birth, adoption, or placement of a foster child as set forth in Exhibit A (attached).
- b. That the Director of the Bureau of Human Resources is authorized to make an exception to the paid parental leave policy if two qualifying events occur in the same calendar year.
- c. The Bureau of Human Resources to negotiate with the City's labor unions to implement paid parental leave, as set out in Exhibit A, for represented employees.
- d. That City paid parental leave will be effective January 1, 2016.

Section 2. The Council declares that an emergency exists in order that this amendment to Human

Resources Administrative Rule 6.05 – Family Medical Leave may occur without delay; therefore, this ordinance shall be in full force and effect from after its passage by the Council

Passed by the Council: DEC 02 2015

Commissioner Amanda Fritz

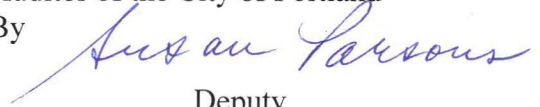
Prepared by: Anna Kanwit

Date Prepared: October 30, 2015

Mary Hull Caballero

Auditor of the City of Portland

By



Deputy

1231
Agenda No.
ORDINANCE NO. 187473
Title

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<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fritz</p> <hr/> <p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz <i>Amended</i></p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p> <hr/> <p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: BHR Bureau Head: Anna Kanwit</p> <hr/> <p>Prepared by: Anna Kanwit Date Prepared: 11/20/15 <i>AK</i></p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date 12/2/15</p>	<p>CLERK USE: DATE FILED <u>NOV 23 2015</u></p> <hr/> <p style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>Susan Parsons</i></u> Deputy</p> <p>ACTION TAKEN:</p>
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<p style="text-align: center;">AGENDA</p> <hr/> <p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 10:15AM</p> <p>Total amount of time needed: 30 min (for presentation, testimony and discussion)</p> <hr/> <p>CONSENT <input type="checkbox"/></p> <hr/> <p>REGULAR <input type="checkbox"/></p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 30%;">FOUR-FIFTHS AGENDA</th> <th colspan="2">COMMISSIONERS VOTED AS FOLLOWS:</th> </tr> <tr> <th></th> <th style="width: 30%;">YEAS</th> <th style="width: 30%;">NAYS</th> </tr> <tr> <td>1. Fritz</td> <td>1. Fritz <input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>2. Fish</td> <td>2. Fish <input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td>3. Saltzman <input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>4. Novick</td> <td>4. Novick <input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>Hales</td> <td>Hales <input checked="" type="checkbox"/></td> <td></td> </tr> </table>	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:			YEAS	NAYS	1. Fritz	1. Fritz <input checked="" type="checkbox"/>		2. Fish	2. Fish <input checked="" type="checkbox"/>		3. Saltzman	3. Saltzman <input checked="" type="checkbox"/>		4. Novick	4. Novick <input checked="" type="checkbox"/>		Hales	Hales <input checked="" type="checkbox"/>	
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