

First Reading: February 10, 2020

Second Reading: March 11, 2020

PASSED: April 13, 2020

BY: Kamine

ORDINANCE NO. 2020-1

ORDINANCE TO REPEAL AND REPLACE SECTION 35.08 MATERNITY LEAVE OF THE PERSONNEL POLICIES OF THE MUNICIPAL CODE OF ORDINANCES

**WHEREAS**, Council finds and determines that changes to the personnel policies with regard to maternity leave are necessary to protect and promote the public health, safety and welfare of the community as well as its employees;

**WHEREAS**, Village staff has worked extensively to draft a new policy in response to input and approval from the Compensation and Benefits Committee;

**WHEREAS**, the Compensation and Benefits Committee recommends the adoption of the change to the personnel policies provisions relating to maternity or parental leave and proposes that § 35.08 maternity leave be repealed and replaced and remained Parental Leave;

**WHEREAS**, Council finds and determines that the proposed change serves the public interest and protect the public health, safety and welfare of the community and its employees;

**NOW, THEREFORE, BE IT ORDAINED BY THE** Council of Amberley Village, State of Ohio, seven (7) members elected thereto concurring:

**SECTION 1:** Section 35.08 maternity leave is hereby repealed and replaced to read as follows:

**§ 35.08 Parental Leave**

(A) Employees shall be eligible for up to six weeks (240 hours) of unpaid parental leave in any rolling twelve-month period. Such leave shall be available upon: the birth of their own child or children; the birth of their spouse's child or children; or their formal adoption of one or more children. Such leave shall also be available where the employee's child, or employee's spouse's child, is born through the assistance of a surrogate mother. Parental leave shall not be available where an employee, or the employee's spouse, gives birth as a result of serving as a surrogate mother.

(B) With the consent of the employee's supervisor, parental leave may be scheduled in a continuous block of days off, or on a reduced workweek basis. In the event that the supervisor does not agree to a reduced workweek schedule, the leave shall be taken in a continuous block of days off.

(C) Employees may use their accumulated paid time off, compensatory time,

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vacation, and/or sick leave during their parental leave. Employees are encouraged to manage their paid time off, compensatory time, vacation, and sick leave if they expect a need to use parental leave.

**SECTION 2:** This Ordinance shall take effect and be in force from and after the earlier period allowed by law.

Passed this 13th day of April, 2020.

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Mayor Thomas C. Muething

Attest:

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Tammy Reasoner, Clerk of Council

Ordinance Vote:

Moved: Kamine      Seconded: Conway

Muething	Aye
Wolf	Aye
Bardach	Aye
Conway	Aye
Hattenbach	Aye
Kamine	Aye
Warren	Aye

I, Clerk of Council of Amberley Village, Ohio, certify that on the \_\_\_\_ day of April 2020, the foregoing Ordinance was published pursuant to Article IX of the Home Rule Charter by posting true copies of said Ordinance at all of the places of public notice as designed by Sec. 31.40(B), Code of Ordinances.

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Tammy Reasoner, Clerk of Council