



# Office of the City Clerk

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## Legislation Text

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File #: R2017-794, Version: 1

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City Council- October 11, 2017 Workforce Development  
and Audit

### RESOLUTION

*Be It Resolved by the City Council of the City of Chicago:*

SECTION 1. The Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance ("the Salary Regulations") are hereby amended by adding the underscored text, as follows:

**REGULATIONS GOVERNING THE ADMINISTRATION OF THE CLASSIFICATION PLAN  
AND EMPLOYEE BENEFITS FOR CLASSIFIED POSITIONS SET FORTH IN THE  
ANNUAL APPROPRIATION ORDINANCE.**

*(Omitted text is unaffected by this resolution)*

**G. Holidays, Vacations And Sick Leave For Positions In The Classified Service.**

*(Omitted text is unaffected by this resolution)*

(7) Authorized Leaves Of Absence.

All non-union employees of the City of Chicago who are eligible for benefits under FMLA may receive paid parental leave in the following circumstances: (1) Up to twelve (12) weeks paid parental leave to a birth mother to recover from delivery of a child: (2) Up to four (4) weeks paid parental leave for the birth of a child or children to a spouse or domestic partner of the birth mother: (3) Up to four (4) weeks paid parental leave for the adoption of a child or children by the employee or the spouse or domestic partner of the employee. In order to receive paid parental leave, an employee must request and be approved for leave under FMLA. Paid parental leave and FMLA must run concurrently.

Leave with pay as a result of death in the immediate family or domestic partner may be granted to employees on the basis of not to exceed three consecutive days following the death of a member of the immediate family or domestic partner, provided that the employee has registered the name of the employee's domestic partner with the Department of Human Resources. Where death occurs and the funeral is to be held out of Illinois and beyond the states contiguous thereto, the employee may be granted up to five consecutive days. A member of the immediate family shall be defined to be any member who is the mother, father, husband, wife, brother or sister (including blood, step or half), son or daughter (including blood, step or half), father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren, court appointed legal guardians

and a person for whom the employee is a court appointed legal guardian.

Domestic partners are defined as two persons regardless of their gender, who have a close personal relationship, sharing the same regular and permanent residence for at least six months; are each eighteen years of age or older; not married to anyone; not related by blood closer than would bar marriage in the State of Illinois; and are each other's sole domestic partner, responsible for each other's common welfare and jointly sharing their financial responsibilities.

*(Omitted text is unaffected by this ordinance)*

SECTION 2. This amendatory resolution shall be effective on its passage.

Margaret Laurino Alderman, 39<sup>th</sup> Ward

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