



# Office of the City Clerk

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## Legislation Text

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### ORDINANCE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. Chapter 2-84 of the Municipal Code of Chicago is hereby amended by adding to the Municipal Code of Chicago as follows:

#### **Add Section 2-84-501**

A member of the Department must be eligible for an approved FMLA leave in order to take paid parental leave. A member is eligible for FMLA leave if they have been employed with the City for at least twelve (12) months before taking leave and worked at least 1,250 hours during the 12-month period immediately preceding the leave.

Any member of the police department shall eligible to receive up to a total of twelve (12) work weeks of paid parental leave for either the birth of the member's biological child or children (to include the member's biological children born using gestational surrogacy), or for the adoption or foster of a child or children by the member. This leave may be taken without prejudice or loss of any time from a member's non-IOD medical benefit, and this leave right shall not diminish any collective bargaining right. Any paid parental leave is to be taken within the first year following either the child or children's date of birth, or the initial date of placement in the member's home in the case of adoption or foster care. Paid parental leave may only be taken once per birth or placement event and must be used before a biological child turns one (1) year old or prior to the one (1) year anniversary of initial placement in the case of adoption or foster care. Any unused paid parental leave will be forfeited at the end of such a rolling year period.

Eligible members who are acting as gestational surrogates may receive up to eight (8) work weeks of paid leave for their own recovery from routine childbirth. If postpartum complications arise that require additional leave beyond the routine recovery period, the member may receive up to a maximum total of twelve (12) work weeks of paid leave. Sufficient medical certification must be provided to the police department's HR department in order to approve the additional leave time. Such paid leave may only be taken once per birth event and must be taken within one (1) year following the event. Any unused paid leave will be forfeited at the end of such a rolling year period

Paid parental leave may be requested on a continuous, intermittent, or reduced schedule ba: Intermittent and reduced schedule parental leave must be mutually agreed upon by the member and their unit commander, or their designee, prior to the start of the leave. If the member and their unit commander, or their designee, cannot mutually agree to an intermittent or reduced schedule, the member has the right to take the leave on a continuous basis.

Utilizing paid parental leave will not have a negative impact on employment status

Silvana Tabares Alderman, 23rd Ward