



## CITY OF HOUSTON - CITY COUNCIL

Meeting Date:

Item Creation Date:

HR-Amending Chapters 14 and 34 relating to the Adoption of Paid Leave for Prenatal, Parental, and Infant Wellness Leaves

Agenda Item#:

### **Summary:**

An ordinance amending Chapters 14 and 34 of the Code of Ordinances, Houston, Texas, relating to the adoption of paid leave for Prenatal, Parental, and Infant Wellness Leave; superseding or repealing certain ordinances; containing findings and other provisions relating to the foregoing subject; providing an effective date; providing for severability; and declaring an emergency.

### **Background:**

The Human Resources Department recommends revising Chapters 14 and Chapter 34 for the adoption of Paid Leave for Prenatal, Parental, and Infant Wellness Leaves.

In keeping with the City's goal of being a workplace of choice, the recommendation is to provide eligible City employees with (1) paid prenatal leave for prenatal wellness healthcare appointments and other absences related to the pregnancy; (2) paid parental leave to bond and care for a child after the birth or placement of a child with the employee for adoption or foster care to be used within the first year after child birth or placement of a child with the employee for adoption or foster care; and (3) infant wellness leave following the birth of a child or placement of a child with the employee for adoption or foster care to be used during the infant's first year after birth.

Eligible employees would receive a maximum of 160 hours of paid parental leave and forty (40) hours of infant wellness leave effective May 14, 2022. In addition, eligible employees would receive 320 hours of paid parental leave, effective May 14, 2022, and beginning September 1, 2023, eligible employees would receive 480 hours of paid parental leave.

The Human Resources Director shall promulgate rules regarding eligibility for and use of Paid Leave for Prenatal, Parental, and Infant Wellness Leaves.

Funding for this item is adopted in the FY 2022 Adopted Budget. Therefore, no Fiscal Note is required as stated in the Financial Policies.

DocuSigned by:

A handwritten signature in black ink, appearing to read "Jane E. Cheeks", written over a blue DocuSign signature line.

Jane Cheeks

Human Resources Director

### **Prior Council Action:**

Ordinances 1996-1290 adopted 12/4/1996; 2015-1300 adopted 12/16/2015; and 2017-0462 adopted 6/28/2017

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