

1 ORDINANCE NO. 2016-376

2 SPONSORS Ms. Shapiro, Ms. Walters, Mr. Crawford, Mrs. Prentice, Mr. Dickinson,
3 Mr. Schmidt, Mr. Donofrio, Mr. Wilhite, Mr. Kostandaras, Mr. Feeman

4
5 DATE October 17, 2016 COMMITTEE Rules

6 **An amended Ordinance amending Section 169.22 of the Codified Ordinances of the County**
7 **of Summit, entitled “Leaves of Absence” to provide for a Paid Parental Leave benefit for**
8 **all non-bargaining employees of the County, for the Council and the Executive’s**
9 **Department of Human Resources, and declaring an emergency.**

10 WHEREAS, the County does not currently offer paid parental leave to the parents of a
11 newborn or adopted child; and

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13 WHEREAS, without guaranteed paid parental leave, parents of newborn or adopted
14 children must often times take leave under the Family Medical Leave Act that is not paid,
15 resulting in a loss of income to the family, and many times resulting in the employee returning to
16 work sooner than is desirable for the health and stability of the parent, child and family; and

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18 WHEREAS, currently, there is no national or state law requiring paid parental leave, and
19 the United States remains one of only two of the 180 most industrialized nations in the world,
20 along with Papua New Guinea, to not provide some form of paid maternity leave by law; and

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22 WHEREAS, the lack of paid parental leave is often cited as one of the leading
23 contributors to income disparity between men and women in the United States; and

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25 WHEREAS, due to the lack of state or national laws requiring paid parental leave, many
26 local governments, large corporations and small businesses are developing their own laws and
27 policies to extend paid parental leave to employees; and

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29 WHEREAS, increasingly, employers are offering paid parental leave without regard to
30 gender, recognizing that all parents are important in the life of a child; and

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32 WHEREAS, despite both candidates for President of the United States proposing some
33 form of paid parental leave in their platforms, it may be years before either the State of Ohio or
34 federal government adopts a paid parental leave law; and

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36 WHEREAS, the County Executive and this Council have proposed extending paid
37 parental leave to the employees of the County in order to provide the parents of a newborn or
38 adopted child adequate time to nurture, care for and develop the child, to ensure fair and equal
39 compensation between its female and male employees and to keep the County competitive at a
time when other employers are increasingly offering paid parental leave to their employees; and

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41 WHEREAS, this Council finds and determines, after reviewing all pertinent information,
42 that it is necessary and in the best interest of the County to amend Section 169.22 of the Codified
43 Ordinances of the County of Summit, entitled “Leaves of Absence”, to provide for paid parental
leave to the non-bargaining employees of the County.

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45 NOW, THEREFORE, BE IT ORDAINED, by the Council of the County of Summit,
46 State of Ohio, that:

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ABSENT: Lee
Voice Vote: YES: 10-0 - Crawford, Dickinson, Donofrio, Feeman, Kostandaras, Prentice, Rodgers, Schmidt, Walters, Wilhite
ABSENT: DeS

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SECTION 1

Section 169.22 of the Codified Ordinances of the County of Summit, entitled, "Leaves of Absence" is hereby amended to as set forth in amended Exhibit A, attached hereto and incorporated herein by reference, to add a Paid Parental Leave benefit for all non-bargaining employees of the County.

SECTION 2

The Ordinance is hereby declared an emergency in the interest of the health, safety and welfare of the citizens of the County of Summit, and for the further reason of immediately amending Chapter 169 to immediately provide the Paid Parental Leave benefit and to immediately provide an opportunity for the parents of a newborn or adopted child adequate time to nurture, care for and develop the child, to ensure fair and equal compensation between its female and male employees and to keep the County competitive.

SECTION 3

Provided this Ordinance receives the affirmative vote of eight members, it shall take effect immediately upon its adoption and approval by the Executive; otherwise it shall take effect and be in force at the earliest time provided by law.

SECTION 4

It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

INTRODUCED September 26, 2016

ADOPTED October 17, 2016


CLERK OF COUNCIL


PRESIDENT OF COUNCIL

APPROVED October 20, 2016


EXECUTIVE

ENACTED EFFECTIVE October 20, 2016