ORDINANO	CE NO. <u>2011</u>	-507		<u>First l</u>			<u>l</u>
PONSOR	Mr.	Pry		•	(,	
OATE	December 5,	2011		COMI	MITTEE	Personnel	
ummit, en efinition o	ititled "Leave: f "immediate f	s of Al amily"	sence," for bere	to add moth avement leave	er-in-law a	and father-in-la xecutive's Depa	w to the rtment of
ections 16 69.22, 169 f the Coun	9.01, 169.02, .23, 169.24, 169 ty of Summit, r	169.03, 9.25, 16 epealed	169.05, 9.27, 169 Section	169.06, 169.9 9.28, 169.29 at 169.19 of the	08, 169.14, nd 169.30 o Codified Or	169.15, 169.20 of the Codified Ordinances and en), 169.21, ordinances acted new
bsence," r	nother-in-law a	and fath	ner-in-law	were inadve	odified Ordin ertently left	nances, entitled " out of the def	Leaves of inition of
nat it is nec	essary and in tl	ne best i	nterest o	f the County of	of Summit to	o amend Section	169.22 to
		E, BE I	Γ ORDAI	NED by the C	Council of th	e County of Sum	mit, State
ECTION 1							
				nances of the (County of Si	ummit, entitled "	Leaves of
"169	.22 LEAVES	OF ABS	SENCE.				
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of sic	ck leave and bei A.	reaveme <u>Sick</u>	nt leave. Leave. " 22(c)(3) i Spouse Child (I Father (Mother Grandp Grandc	Immediate far includes: Step) (Step) (Step) arent hild	mily" for p		leave set
	PONSOR OATE In Ordina ummit, en efinition of luman Res WHI ections 169 69.22, 169 f the Countections 169 WHI absence," rimmediate WHI hat it is needed mother-rave; NOV f Ohio, that the ection of the counterpart of the counterp	December 5, OATE December 16, OATE D	An Ordinance amending Section ummit, entitled "Leaves of Altefinition of "immediate family" Iuman Resources and the Human WHEREAS, this Council prections 169.01, 169.02, 169.03, 69.22, 169.23, 169.24, 169.25, 169.169.169.169.169.169.169.169.169.169.	PONSOR Mr. Pry December 5, 2011 An Ordinance amending Section 169.22 ummit, entitled "Leaves of Absence," efinition of "immediate family" for berealuman Resources and the Human Resources and the Human Resources and the Human Resources and the Golon, 169.01, 169.02, 169.03, 169.05, 69.22, 169.23, 169.24, 169.25, 169.27, 169.16 for the County of Summit, repealed Section ections 169.19, 169.31 and 169.32 of the County of Summit, repealed Section ections 169.19, 169.31 and 169.32 of the County of Summit, repealed Section ections 169.19, 169.31 and 169.32 of the County of Summit, repealed Section ections 169.19, 169.31 and 169.32 of the County of Summit, repealed Section ections 169.19, 169.31 and 169.32 of the County of Summit, repealed Section ections 169.19, 169.32 of the County of Summit, repealed Section ections 169.23 of the County of Sections 169.23 of the County of Sections 169.22 of the Codified Ordin basence," is hereby amended as follows: "169.22 LEAVES OF ABSENCE. *** (4) Immediate Family. "In of sick leave and bereavement leave. A. Sick Leave. " forth in Section 169.22(c)(3) if 1. Spouse 2. Child (3) 3. Father (4) Mother 5. Grandp	PONSOR Mr. Pry December 5, 2011 COMINATE December 6 Absence," to add mother leave and leave and 169.02, 169.05, 169.06, 169.06, 169.06, 169.06, 169.06, 169.06, 169.06, 169.29 at the Codified Ordinate and December a	PONSOR Mr. Pry December 5, 2011 COMMITTEE An Ordinance amending Section 169.22 of the Codified Ordin ummit, entitled "Leaves of Absence," to add mother-in-law efinition of "immediate family" for bereavement leave, for the E fuman Resources and the Human Resource Commission, and dec WHEREAS, this Council previously adopted Ordinance No. ections 169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 69.22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30 of the County of Summit, repealed Section 169.19 of the Codified Ordinances of the WHEREAS, in amending Section 169.22 of the Codified Ordinances of the WHEREAS, in amending Section 169.22 of the Codified Ordinances," mother-in-law and father-in-law were inadvertently left immediate family" for bereavement leave; and WHEREAS, this Council finds and determines, after reviewing that it is necessary and in the best interest of the County of Summit to did mother-in-law and father-in-law to the definition of "immediate tave; NOW, THEREFORE, BE IT ORDAINED by the Council of the f Ohio, that: ECTION 1 Sections 169.22 of the Codified Ordinances of the County of S bsence," is hereby amended as follows: "169.22 LEAVES OF ABSENCE. ** (4) Immediate Family. "Immediate family" is define of sick leave and bereavement leave. A. Sick Leave. "Immediate family" for p forth in Section 169.22(c)(3) includes: 1. Spouse 2. Child (Step) 3. Father (Step) 4. Mother (Step) 5. Grandparent	PONSOR Mr. Pry December 5, 2011 COMMITTEE Personnel And Ordinance amending Section 169.22 of the Codified Ordinances of the Committ, entitled "Leaves of Absence," to add mother-in-law and father-in-lae finition of "immediate family" for bereavement leave, for the Executive's Depa Imman Resources and the Human Resource Commission, and declaring an emerg WHEREAS, this Council previously adopted Ordinance No. 2011-380, which ections 169.01, 169.02, 169.03, 169.05, 169.06, 169.08, 169.14, 169.15, 169.26, 22, 169.23, 169.24, 169.25, 169.27, 169.28, 169.29 and 169.30 of the Codified Ordinances and encetions 169.19, 169.31 and 169.32 of the Codified Ordinances of the County of Summit, repealed Section 169.22 of the Codified Ordinances, entitled "absence," mother-in-law and father-in-law were inadvertently left out of the definimediate family" for bereavement leave; and WHEREAS, this Council finds and determines, after reviewing all pertinent intat it is necessary and in the best interest of the County of Summit to amend Section did mother-in-law and father-in-law to the definition of "immediate family" for bereaver, NOW, THEREFORE, BE IT ORDAINED by the Council of the County of Sum of Ohio, that: ECTION 1 Sections 169.22 of the Codified Ordinances of the County of Summit, entitled "bsence," is hereby amended as follows: "169.22 LEAVES OF ABSENCE. (4) Immediate Family. "Immediate family" is defined separately for of sick leave and bereavement leave. A. Sick Leave. "Immediate family" for purposes of sick forth in Section 169.22(c)(3) includes: 1. Spouse 2. Child (Step) 3. Father (Step) 4. Mother (Step) 5. Grandparent

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ı	PAGE TWO	_2011.007
ı	3	
ı	SECTION 1 (cont'd.)	
	5	
ı	5 5	9. An individual over which whom an employee has a power
ı	7	of attorney.
1	3	10. Covered service member as defined under Family and
	8	Medical Leave Act Military Leave.
1		11. A legal guardian or an individual over which whom an
1 1 1 1 1 1 1 2 2 2 2 2 2 2 2 2 3 3 3 3	_	employee has a legal guardianship.
1	В.	Bereavement Leave. "Immediate family" for purposes of
1	bereavement	leave set forth in Section 169.22(c)(3) includes:
1		1. Spouse
1		2. Child (Step)
1		3. Father (Step)
1	7	4. Mother (Step)
1	3	5. Grandparent
1		6. Grandchild
2		7. Sister (Step/Half)
2		8. Brother (Step/Half)
2		9. Mother-in-Law
2		10. Father-in-Law
2		9 11. Sister-in-Law
2		10 12. Brother-in-Law
2		11 13. Daughter-in-Law
2		12 <u>14</u> . Son-in-Law
2		13 <u>15</u> . Aunt
2		14 <u>16</u> . Uncle
3		15 <u>17</u> . Niece
3		16 <u>18</u> . Nephew
3		17 19. Domestic Partner*
		18 20. An individual over which whom an employee has a power
3		of attorney.
3		19 21. Covered service member as defined under FMLA Military
3		Leave.
3		20 22. A legal guardian or an individual over whom an
3		employee has a legal guardianship.
3	*Domestic Partner is	defined as a personal relationship between two adults who do all of
4	the following: (1) share a re	sidence; (2) are in an exclusive relationship and intend to remain so
4	indefinitely; (3) neither pers	on is married to or legally separated from another person; (4) share
4	responsibility for each other	r's common welfare; and (5) are each at least 18 years of age and
4	mentally competent and not	related to each other to a degree of closeness that would prohibit
4	marriage.	
4	C.	Proof of guardianship, power of attorney, and/or military service
3 3 3 3 3 4 4 4 4 4 4 4 4 4	must be provi	ded to the employer when leave is requested.
4		
4	#s all all 27	
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SECTION 2

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This 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 Sections 169.22 to add mother-in-law and father-in-law to the definition of "immediate family" for bereavement leave so that County employees can immediately use such leave if necessary.

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	December 5, 2011	
ADOPTED	December 5, 2011	

APPROVED December 6, 2011

CLERK OF COUN

PRESIDENT OF COUNCIL

ENACTED EFFECTIVE _December 6, 2011

Voice Vote:11-0: YES:Comunale, Crawford, Feeman, Kostandaras, Kurt Lee, Prentice, Rodgers, Roemer, Schmidt, Shapiro