

RESOLUTION NUMBER R- **315286**DATE OF FINAL PASSAGE **DEC 22 2023**

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO EXPANDING BEREAVEMENT LEAVE FOR
REPRODUCTIVE LOSS EVENTS FOR UNREPRESENTED
EMPLOYEES.

WHEREAS, San Diego Charter sections 11.1 and 290 provide that the San Diego City Council annually adopts a Salary Ordinance, establishing salaries and wages of all employees of the City of San Diego, in accordance with Charter sections 70 and 130; and

WHEREAS, Charter section 24 provides that the City Council, upon the Mayor's recommendation, may establish additional benefit programs for unrepresented employees by separate and specific City Council action; and

WHEREAS, on October 10, 2023, Governor Gavin Newsom signed Senate Bill 848 into law, which goes into effect on January 1, 2024. SB 848 amends the California Fair Employment and Housing Act to allow employees who have been employed for at least 30 days (eligible employees) up to five days of unpaid reproductive loss leave following a reproductive loss event, as defined, taken within three months of the event. Eligible employees are limited to up to 20 days of unpaid reproductive loss leave within a 12-month period; and

WHEREAS, the City has entered into side letter agreements (Agreements) with the City's six recognized employee organizations to amend the memoranda of understanding by adding unpaid reproductive loss leave to the City's existing unpaid bereavement leave benefit, and authorize eligible employees to use this unpaid bereavement leave within 12 months following a reproductive loss event. The Agreements will be presented to Council for final approval; and

WHEREAS, the Mayor recommends extending the same bereavement leave benefit for reproductive loss events to unrepresented employees under the terms set forth in the Memorandum titled, "Updated Terms for Use of Unpaid and Paid Bereavement Leave by Unrepresented Employees Beginning January 1, 2024," on file in the Office of the City Clerk as Document No. RR- **315286**; and

WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete, true, and accurate; NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the expanded terms for unrepresented employees to use bereavement leave for reproductive loss events, as presented to the Council in the Memorandum on file in the Office of the City Clerk as Document No. RR- **315286** is approved, and takes effect upon the date of final passage of this resolution.

APPROVED: MARA W. ELLIOTT, City Attorney

By

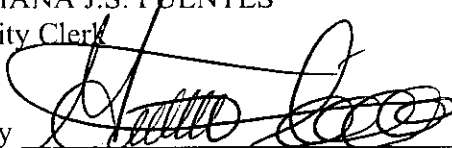

Miguel Merrell
Deputy City Attorney

MM:jvg
December 5, 2023
Or.Dept: Human Resources
CC No. N/A
Doc. No. 3496056

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of DEC 12 2023

DIANA J.S. FUENTES
City Clerk

By


Deputy City Clerk

Approved:

12/22/23
(date)


TODD GLORIA, Mayor

Vetoed:

(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on DEC 12 2023, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
District 4 - vacant	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage DEC 22 2023.

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- **315286**