

**CITY OF SEATTLE**

**ORDINANCE \_\_\_\_\_**

**COUNCIL BILL \_\_\_\_\_**

..title

AN ORDINANCE relating to the City of Seattle’s Paid Family Care Leave program; amending Sections 4.29.010, 4.29.020, 4.29.030, and 4.29.070 of the Seattle Municipal Code.

..body

WHEREAS, The City of Seattle (City) provides Paid Family Care Leave for the care of family members; and

WHEREAS, the City values all City employees and recognizes that the loss of a child at any age is devastating; and

WHEREAS, City employees who lose a child are currently ineligible for both paid family care leave and paid parental leave; and

WHEREAS, the change proposed below was first considered following the experience of City employee Rachel Alder, and her wife Erin Alder, whose daughter, Beatrice “Bea” Kathryn Alder passed away 36 hours after birth due to medical issues; and

WHEREAS, under the City’s current policy, Rachel Alder did not qualify for more than three days of leave; and

WHEREAS, when an employee has lost a child, the City wants to provide access to Paid Family Care Leave; NOW, THEREFORE,

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Section 4.29.010 of the Seattle Municipal Code, enacted by Ordinance 125260, is amended as follows:

**4.29.010 Definitions**

Unless another meaning is clearly indicated from the context, as used in this Chapter 4.29:







1 approved by the City concerning any information certified as provided in this Section 4.29.070.  
2 When the second opinion differs from the opinion in the original certification, the City may  
3 require, at the expense of the City, that the employee obtain the opinion of a third care provider  
4 designated or approved jointly by the City and the employee. The opinion of the third health care  
5 provider concerning the information certified as provided in this Section 4.29.070 shall be  
6 considered to be final and shall be binding on the City and the employee. The City may require  
7 that the eligible employee obtain subsequent recertification on a reasonable basis.

