

# CITY OF BOSTON IN CITY COUNCIL

**Offered by Councillors Charles C. Yancey and Ayanna Pressley**

## **AN ORDINANCE REGARDING PAID PARENTAL LEAVE**

Be it ordained by the City Council of Boston, as follows”

Chapter 12 is hereby amended by adding CBC 12-13A as follows:

### 12-13A.1 Definitions.

Unless specifically indicated otherwise, the definitions contained in CBC 12-13.1 shall apply and control these sections.

Parent shall have the same definition contained in CBC 12-13.1 but these sections shall apply only to a Parent who is employed by the City of Boston and entitled to the employment benefits of the City of Boston.

### 12-13A.2 Legislative Intent.

These sections are intended to enhance the rights of Parents employed by the City of Boston and entitled to the employment benefits provided by the City of Boston; specifically, these sections are intended to enhance the rights under CBC 12-13 (“Parental School Leave”). Parents of the school-aged pupil(s) in kindergarten and grades one (1) to twelve (12), inclusive may take the opportunity to spend up to twenty-one hours (21) per school calendar year for school visits if the Parent, prior to taking time off pursuant to these sections, gives clear and reasonable notice to the Parent’s appropriate supervisor of the Parent’s planned absence.

### 12-13A.3 Operation of Section.

The City of Boston shall not discharge nor in any way discriminate against a Parent of a Pupil in kindergarten or grades one (1) to twelve (12), inclusive, for taking off up to twenty-one (21) hours pursuant to these sections in each school calendar year for school visits regarding the Pupil, if the Parent, prior to taking time off pursuant to these sections, gives clear and reasonable notice to the Parent’s appropriate supervisor of the Parent’s planned absence. A Parent that is an employee of the City of Boston shall not be required to use existing vacation time, personal leave time, or compensatory time for purposes of this planned absence but shall be paid the parent’s normal rate of pay from the City of Boston for each qualified hour of absence. The Parent, if requested by the Parent’s appropriate supervisor within the City of Boston, shall provide documentation from the Pupil’s school as proof that the Parent visited the Pupil’s school on a specific date and at a particular time. For purposes of this subsection, “documentation” shall mean whatever written verification of a parental visit the Pupil’s school deems appropriate and reasonable.

A parent who is discharged, demoted, Threatened, suspended, or in any other manner discriminated against in terms and conditions of employment by the City of Boston because the parent has taken qualified time off pursuant to these sections shall be immediately entitled to reinstatement and reimbursement of lost wages and work benefits resulting from such discharge, demotion, threat, suspension, or other related discrimination. If the City of Boston willfully refuses to rehire, reinstate, or otherwise restore a Parent who has been determined to be eligible for rehiring, reinstatement, or other restoration by a grievance procedure, arbitration, or hearing authorized by law, may be subject to a civil penalty in an amount equal to five (5) times the amount of the Parent’s lost wages and work benefits derived from the Parent’s employment by the City of Boston.

Nothing in these sections shall be construed to prevent a Parent from using vacation time, personal leave time, or compensatory time to visit the Parent’s Pupil’s school once the Parent has exhausted the twenty-one (21) hours provided herein.

**In City Council  
February 3, 2010**