



CITY OF WESTLAKE, OHIO
ORDINANCE NO. 2021-31:

2nd REDLINED
AN ORDINANCE ~~AMENDING SUBSECTIONS (f) AND (k) OF REPEALING~~ SECTION 167.20 “FAMILY AND MEDICAL LEAVE POLICY” OF CHAPTER 167 “EMPLOYEES GENERALLY”, AND DECLARING AN EMERGENCY.

WHEREAS, the ~~Mayor and Human Resources Manager~~ Planning, Zoning, Legislative Committee ~~has~~ recommended that the City’s Family and Medical Leave Policy set forth in Section 167.20 be ~~updated so repealed~~ as ~~to be consistent~~ it is not required to be codified and is contained with in the City’s Personnel Policies.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF WESTLAKE, COUNTY OF CUYAHOGA AND STATE OF OHIO:

Section 1: That ~~Subsections (f) and (k) of~~ Section 167.20 “FAMILY AND MEDICAL LEAVE POLICY” of Chapter 167 “Employees Generally” be and the same is hereby ~~amended and as amended shall read as follows:~~ repealed.

~~“167.20 FAMILY AND MEDICAL LEAVE POLICY.”~~

~~(f) All eligible employees requesting leave shall do so at least thirty (30) days prior to taking the leave or as soon as they are aware of the need and provide the Law Human Resources Department with a completed Request for Leave Form. A Response to the Leave Request will be forwarded to the employee to sign as well as the Department Director and Mayor. Employees may be requested to report periodically on his/her status during leave period.~~

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~~(k) “Work week”, as used herein, means Sunday through Saturday, and not work days. The fact that a holiday may occur within the work week taken as FMLA Leave has no effect; the week is counted as a week of FMLA Leave. The twelve month period shall be calculated based on a fixed twelve month leave year beginning on the employee’s~~

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~~anniversary date. FMLA balances are determined on a rolling twelve month period measured backward from the date FMLA commences.”~~

Section 2: That any Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

Section 3: That it is found and determined that all formal actions of this Council concerning and relating to this legislation 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 10, Article XI of the Charter of the City of Westlake and Section 121.22 of the Ohio Revised Code.

Section 4: That this legislation is hereby declared to be an emergency measure immediately necessary for the preservation of the public health, safety and welfare, and for the further reason that it is immediately necessary to provide ~~that the ordinance and for the FMLA policy to be contained in the~~ personnel policies ~~are consistent of the City~~, and further provided it receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approved by the Mayor.

Passed: _____

Michael F. Killeen
President of Council

Presented to Mayor: _____

Approved: _____

ATTEST:

Denise L. Rosenbaum, MMC
Clerk of Council

Dennis M. Clough, Mayor