

EUGENE CITY COUNCIL

AGENDA ITEM SUMMARY



Action: An Ordinance Concerning Sick Leave; Amending Section 5 of Ordinance No. 20537; and Amending Sections 4.576 and 4.582 of the Eugene Code

Meeting Date: June 17, 2015
Department: Central Services
www.eugene-or.gov

Agenda Item Number: A1
Staff Contact: Mia Cariaga
Contact Telephone Number: 541-682-5408

ISSUE STATEMENT

This public hearing is being held on a proposed change to the sick leave ordinance that would extend the effective date to October 1, 2015. Following the public hearing, the council can take action on the proposed ordinance or wait until June 22, 2015, to discuss and take action.

BACKGROUND

In July of 2014, the council adopted a paid sick leave ordinance with an effective date of July 1, 2015. On June 12, 2015, the Oregon State Legislature passed a state wide mandatory sick leave policy in the form of Senate Bill 454. SB 454 contains a specific provision that will preempt the City's sick leave ordinance.

In consideration of SB 454, the council is being asked to consider an amendment to the City's sick leave ordinance. This would ensure that businesses and the City do not need to prepare twice (first for the City's sick leave ordinance and then for the state law), and also allow the council to recognize SB 454. A draft ordinance is included as Attachment A.

COUNCIL OPTIONS

1. Hold the public hearing and wait until June 22 to take action.
2. Hold the public hearing and immediately following the public hearing, take action on the ordinance. If the council chooses to take action on June 15 on the ordinance, the council could (a) adopt the ordinance as is – i.e., with a new effective date of October 1; (b) adopt the ordinance with the new effective date of January 1, 2016 (the proposed effective date for SB 454); or (c) adopt the ordinance with a new effective date of January 1 together with a provision which would automatically repeal the City's sick leave ordinance in the event SB 454 is signed into law and is not referred to the voters.

CITY MANAGER'S RECOMMENDATION

The City Manager recommends that the council adopt the ordinance with a new effective date of January 1, 2016, together with the automatic repeal of the City's sick leave ordinance provided that SB 454 in its current form is signed into law and not referred to the voters. If SB 454 in its current form becomes law, the City's sick leave ordinance would be void; by including the conditional automatic repeal, the council could avoid the necessity of holding another public hearing to repeal the ordinance.

SUGGESTED MOTION

No motion is provided at this time. Should the council decide to take action following the public hearing, the City Attorney will provide the council with the proper motion depending on which option the council decides to take.

ATTACHMENTS

A. Draft Ordinance

FOR MORE INFORMATION

Staff Contact: Mia Cariaga
Telephone: 541-682-5408
Staff E-Mail: mia.cariaga@ci.eugene.or.us