

ORDINANCE NO.: 54-2009  
INTRODUCED BY: Alexander

**AN ORDINANCE REPEALING CODIFIED ORDINANCE  
SECTION 159.18, "FAMILY AND MEDICAL LEAVE POLICY";  
AND DECLARING AN EMERGENCY.**

WHEREAS, the City's Family and Medical Leave Policy was adopted in 1993 upon the passage of the federal Family and Medical Leave Act by the U.S. Congress in 1993; and

WHEREAS, the Family and Medical Leave Policy is in need of revisions based on more current federal law and going forward it is important that the Mayor have the ability to amend the Policy based on changes in federal law in the future;

NOW, THEREFORE, Be It Ordained by the Council of the City of Richmond Heights, Cuyahoga County, State of Ohio, that:

Section 1: Section 159.18, "Family and Medical Leave Policy", of Chapter 159, "Employees Generally", of the Codified Ordinances of the City is hereby repealed.

Section 2: It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance 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 121.22 of the Ohio Revised Code.

Section 3: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare of the employees and citizens of the City of Richmond Heights and for the reason that it is necessary to immediately put into place revisions required by federal law to the City's Family and Medical Leave Policy for those City employees who will need to take time off from work for the purposes set forth in said Policy and required by federal law; wherefore, this Ordinance shall take effect and be in force immediately upon the passage by the Council and signature of the Mayor.

PASSED: \_\_\_\_\_

\_\_\_\_\_  
Daniel J. Ursu, Mayor

APPROVED: \_\_\_\_\_

ATTEST: \_\_\_\_\_

Betsy Traben  
Clerk of Council

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David H. Roche  
President of Council