

MOTION TO AMEND ORDINANCE 18-009-O

BY COUNCILOR SIPRESS:

I move to amend Ordinance 18-009 as follows (proposed amendment **in red**):

Section 1. That the Duluth City Code is hereby amended by adding following Chapter 29E to read as follows:

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Sec. 29E-13 Effect on existing leave **and discipline** policies.

(a) Nothing in this Chapter shall be construed to discourage employers from adopting or retaining other leave policies, including accrued sick and safe time policies, that provide for greater accrual or use by employees of sick and safe time or that extends other protections to employees.

(b) Nothing in this chapter shall be construed to prohibit an employer from establishing a policy whereby employees may donate unused accrued sick and safe time to another employee.

(c) Nothing in this chapter shall be construed to prohibit an employer from advancing sick and safe time to an employee prior to accrual by such employee.

**(d) Nothing in this chapter shall prevent an employer from taking reasonable action (e.g., discipline) when an employee's use of earned sick and safe time is not in good faith, such as a clear instance of abuse. Disciplinary actions may not include deductions from an employee's legitimate earned sick and safe time.**

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