



THE CITY OF SPRINGFIELD, MASSACHUSETTS

OFFICE OF THE MAYOR

EXECUTIVE ORDER

EXTENSION OF CERTAIN PERSONNEL BENEFITS

WHEREAS, It is the policy of the City of Springfield to assure that every employee shall have equal access to municipal employment benefits to the extent legally permissible; and

WHEREAS, The City of Springfield celebrates the diversity of its neighborhoods which is reflected in the municipal workforce, and seeks to bring about mutual understanding and respect among all citizens; and

WHEREAS, The City of Springfield recognizes that the welfare of all residents is enhanced by efforts to reinforce the bonds of families, both traditional and non-traditional, and encourages individuals to provide emotional, economic, and social support within households; and

WHEREAS, The City of Springfield is confident that active measures to implement employment policies which foster commitment to proper care of partners and household members will enhance and strengthen our municipal workforce, and will set an example for other employers, both public and private, to follow; and

WHEREAS, A review of the City of Springfield's present personnel policies do not allow employees to take sick or bereavement leave for all household members, now

THEREFORE, by virtue of the authority vested in me, as the Mayor of the City of Springfield, I hereby order:

- 1) For the purposes of this Executive Order only, with respect to Sick, Bereavement and Family Leave, the terms "municipal employee" and

“employees of the city” contained in Chapters 3.20, 3.24, and 3.28 of the Ordinances of the City of Springfield, 1986, as amended, shall henceforth be extended to include domestic partners and other household members of City of Springfield employees, as defined in Section 2 below.

The Personnel and the Labor Relations Departments are directed to cooperatively and jointly explore an appropriate family and medical leave policy to comprehensively address all provisions contained in this Executive Order, including provisions which will allow all City of Springfield employees (not just mothers) up to twelve weeks unpaid leave for the birth or adoption of a child or for a serious illness of a household member.

2) For the purposes of this Executive Order only, “household members” are defined as persons who:

A. Currently reside in the household of a City of Springfield employee; and

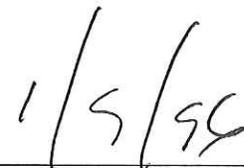
B. Have shared their principal domicile for not less than the past twelve months with the City of Springfield employee,

City of Springfield employees may, once a year on a schedule and in such manner as established by the Personnel Department, designate and certify all household members.

3) The Appointing Authority may require submission of such documentation as it deems appropriate to support a City employee’s request for sick, bereavement and family leave.

4) This Executive Order shall be applicable to all non-union City employees and to unionized employees to the extent that its terms are adopted through collective bargaining.


MAYOR


DATED