

# County Council of Cuyahoga County, Ohio

## Ordinance No. O2023-0014

<p>Sponsored by: <b>Cuyahoga County Executive Ronayne/Department of Human Resources</b></p> <p>Co-sponsored by: <b>Councilmember Conwell</b></p>	<p><b>An Ordinance</b> providing for the adoption of a new Section 3.04 of the Cuyahoga County Employee Handbook; and declaring the necessity that this Ordinance become immediately effective.</p>
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WHEREAS, the County Executive has reviewed the current Employee Handbook and, in consultation with the Cuyahoga County Department of Law, determined that an amendment is necessary due to a new federal law, the Pregnant Workers Fairness Act, which became effective on June 27, 2023; and

WHEREAS, pursuant to Section 9.01 of the County Charter it is County Council's authority to establish personnel policies by ordinance, and Council has previously approved prior versions of the County's Employee Handbook which is amended herein and may be amended in the future by Council; and

WHEREAS, it is necessary that this Ordinance become immediately effective in order that critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County entity.

**NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:**

**SECTION 1. Adoption of Revised Employee Handbook:** Council hereby adopts a new section 3.04 (Accommodations for Pregnant Workers) of the County's Employee Handbook as set forth in Exhibit A attached hereto, to remain in full force and effect, to be applicable to all non-bargaining County employees under the authority of the County Council and the County Executive. The Department of Human Resources shall disseminate the amended Handbook to all employees subject to the Handbook, in accordance with the Department's usual method of dissemination.

**SECTION 2.** Policies applicable to bargaining employees shall be effective as permitted under state law and the Collective Bargaining Agreements.

**SECTION 3.** It is found and determined that all formal actions of this Council relating to the adoption of this Ordinance were adopted in an open meeting of the 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.

On a motion by Ms. Turner, seconded by Ms. Simon, the foregoing Ordinance was duly enacted.

Yeas: Turner, Simon, Kelly, Miller, Sweeney, Tuma, Gallagher, Schron and Jones

Nays: None

  
\_\_\_\_\_ 10/16/2023

County Council President Date

  
\_\_\_\_\_ 10/18/2023

County Executive Date

  
\_\_\_\_\_ 10/12/2023

Clerk of Council Date

First Reading/Referred to Committee: August 1, 2023

Committee(s) Assigned: Human Resources, Appointments & Equity

Additional Sponsorship Requested in Committee: September 19, 2023

Journal CC052  
October 10, 2023

## **EXHIBIT A**

### **3.04 Accommodations for Pregnant Workers**

**In accordance with the Pregnant Workers Fairness Act (PWFA), the County grants reasonable accommodations (accommodations that do not create an undue hardship on the County's business operations) to pregnant employees for known limitations related to pregnancy, childbirth or related medical conditions, as required by law.**

#### **Requesting an Accommodation**

**An employee who seeks an accommodation under the PWFA must submit a written request, including the requested accommodation and the basis for the accommodation, to Human Resources. Human Resources will respond to the employee's request within a reasonable time.**