

**ORDINANCE NO. 6313**

**AN ORDINANCE AMENDING FAIRBANKS GENERAL CODE SECTION 50-288(b)(1) TO INCLUDE PAID PARENTAL LEAVE ELIGIBILITY FOR EMPLOYEES WHO HAVE GIVEN BIRTH**

**WHEREAS**, Ordinance No. 6181, adopted on October 11, 2021, amended Fairbanks General Code Chapter 50, Article VIII Leave; Health Benefits; Retirement to add Section 50-288 Paid Family Leave and Sec. 50-289 Paid Funeral Leave; and

**WHEREAS**, Medical Maternity Leave (MML) has strict disability requirements and can only be used for employees who have complicated pregnancies and deliveries; and

**WHEREAS**, the current eligibility requirements for Paid Parental Leave (PPL) does not include employees who have given birth; and

**WHEREAS**, the combination of these eligibility requirements inadvertently excludes employees who have uncomplicated pregnancies and deliveries from both family leave programs, while granting PPL to employees whose significant others have had uncomplicated pregnancies and deliveries; and

**WHEREAS**, Section 50-288 prevents employees from receiving MML and PPL “consecutively or concurrently,” implying that employees who have given birth were intended to be eligible for either MML or PPL; and

**WHEREAS**, Section 50-288 specifies that the PPL must be taken within six months of the birth; and

**WHEREAS**, past practice has been to award PPL for employees who have given birth within the past six months, but who do not qualify for MML; and

**WHEREAS**, the City Council wishes to clarify the eligibility requirements for PPL to include employees who have given birth.

**NOW THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA**, as follows:

**SECTION 1.** That Fairbanks General Code Sec. 50-288(b) Paid Parental Leave is hereby amended as follows [new text in **bold/underline** font; deleted text in ~~strikethrough~~ font]:

(b) Paid parental leave.

(1) Eligibility requirements:

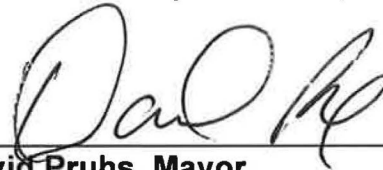
a. Be an employee who has given birth; or

a. b. Be a spouse or committed partner of a female who has given birth to a child; or

b. c. Be an employee who has adopted a child aged five or younger; and

c. d. Be an employee who has worked as a permanent regular full or part-time employee for at least one year immediately preceding the date of the requested leave. Temporary employees and interns are not eligible for this benefit.

**SECTION 2.** The effective date of this ordinance shall be six days after adoption.




David Pruhs, Mayor

AYES: Cleworth, Marney, Ringstad, Sprinkle, Therrien, Tidwell  
NAYS: None  
ABSENT: None  
ADOPTED: May 12, 2025

ATTEST:

APPROVED AS TO FORM:

  
D. Danyelle Snider, MMC, City Clerk  
Thomas Chard, City Attorney