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File #:	2022-0401 Version	: 1 Name:						
Туре:	Ordinance	Status:	Introduced					
File created:	5/24/2022	In control:	City Council					
On agenda:	5/24/2022	Final action				4		
a Title:	ORD-MC Creating a New Sec 116.709 (Travel Reimbursement for Medical Treatments Related to Reproductive Rights), Pt 7 (Miscellaneous Employee Benefit Regulations), Chapt 116 (Employees & Employee Benefits), Ord Code, to Include a New Benefit for Employees for Travel Needed for Medical Treatment Related to Reproductive Rights; Providing that the Code Change is Subj to Collective Bargaining; Directing the Administration to Create Policy for Travel Reimbursement Pursuant to this Section; Req 1 Cycle Emergency Passage (Johnston) (Introduced by CM R. Gaffney) 5/24/22 CO Introduced: NCSPHS, TEU, F, R Public Hearing Pursuant to Chapt 166, F.S. & CR 3.601 – 6/14/22							
Sponsors:	Reggie Gaffney					2		
Assigned Committees:	gned Committees: FINANCE, NCSPHS, RULES, TEU							
Attachments:	1. 2022-401 Original	Bill						
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No records to display.								

Introduced by Council Member Gaffney:

## ORDINANCE 2022-401

5 AN ORDINANCE CREATING A NEW SECTION 116.709 (TRAVEL REIMBURSEMENT FOR MEDICAL TREATMENTS 6 7 RELATED TO REPRODUCTIVE RIGHTS), PART 7 (MISCELLANEOUS EMPLOYEE BENEFIT REGULATIONS), 8 9 CHAPTER 116 (EMPLOYEES AND EMPLOYEE BENEFITS), ORDINANCE CODE, TO INCLUDE A NEW BENEFIT FOR 10 EMPLOYEES FOR TRAVEL NEEDED FOR MEDICAL 11 12 TREATMENT RELATED TO REPRODUCTIVE RIGHTS; PROVIDING THAT THE CODE CHANGE IS SUBJECT TO 13 BARGAINING; DIRECTING COLLECTIVE THE 14 15 ADMINISTRATION TO CREATE POLICY FOR TRAVEL PURSUANT ΤO REIMBURSEMENT THIS SECTION; 16 EMERGENCY 17 REQUESTING ONE CYCLE PASSAGE; PROVIDING AN EFFECTIVE DATE. 18

BE IT ORDAINED by the Council of the City of Jacksonville: 20 116.709 21 Section 1. Creating а new Section (Travel Reimbursement for Medical Treatments Related to Reproductive Rights), 22 Part 7 (Miscellaneous Employee Benefit Regulations), Chapter 116 23 (Employees and Employee Benefits), Ordinance Code. Section 116.709 24 25 (Travel reimbursement for medical treatments related to reproductive rights), Part 7 (Miscellaneous Employee Benefit Regulations), Chapter 26 27 116 (Employees and Employee Benefits), Ordinance Code, is hereby created to read as follows: 28

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Part 7. MISCELLANEOUS EMPLOYEE BENEFIT REGULATIONS

Chapter 116. EMPLOYEES AND EMPLOYEE BENEFITS

Sec. 116.709. - Travel reimbursement for medical treatments 2 related to reproductive rights. Beginning on July 1, 2022, each City 3 employee shall be entitled to up to \$4,000 in travel expenses annually 4 5 for any medical treatments (including medication, procedures, or operations) related to reproductive rights if that medical treatment 6 7 is not available within 100 miles of the employee's home and virtual care is not possible. Reproductive rights as used herein means the 8 rights of an individual to decide whether to reproduce and have 9 reproductive health. This may include an individual's right to plan 10 a family, terminate a pregnancy, use contraceptives, and gain access 11 12 to reproductive health services.

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Section 2. Code Change subject to Collective Bargaining.
The Ordinance Code changes made in Section 1 are subject to collective
bargaining with the City employee unions.

17 Section 3. Directing the Administration to Create an 18 Employee Benefit Policy consistent with the creation of this Code 19 provision. Following the outcome of collective bargaining, the 20 Administration is hereby directed to create an employee benefit policy 21 consistent with the new Section 116.709, Ordinance Code, created 22 herein.

Section 4. Requesting emergency one-cycle passage pursuant to Council Rule 4.901 Emergency. Emergency one-cycle passage of this legislation is requested. The nature of the emergency is that the Council desires to establish this new employee benefit as soon as possible to provide a resource for employees given uncertainty in federal and state law as to reproductive rights at this time.

29 Section 5. Effective Date. This ordinance shall become 30 effective upon signature by the Mayor or upon becoming effective 31 without the Mayor's signature.

- 2 -

1	Form Approved:							
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4	/s/ Paige H. Johnston Office of General Counsel							
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6	Legislation Prepared By: Paige H. Johnston							
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