

1 Introduced by Council Member Gaffney:
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4 **ORDINANCE 2022-401**

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

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

29 **Chapter 116. EMPLOYEES AND EMPLOYEE BENEFITS**

30 * * *

31 **Part 7. MISCELLANEOUS EMPLOYEE BENEFIT REGULATIONS**

1 * * *

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

13 * * *

14 **Section 2. Code Change subject to Collective Bargaining.**

15 The Ordinance Code changes made in Section 1 are subject to collective
16 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.

23 **Section 4. Requesting emergency one-cycle passage pursuant to**
24 **Council Rule 4.901 Emergency.** Emergency one-cycle passage of this
25 legislation is requested. The nature of the emergency is that the
26 Council desires to establish this new employee benefit as soon as
27 possible to provide a resource for employees given uncertainty in
28 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.

1 Form Approved:

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4 _____ /s/ Paige H. Johnston

5 Office of General Counsel

6 Legislation Prepared By: Paige H. Johnston

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