



Paid Parental Leave

City of El Paso, Texas.



Policy Issue

- At some point, nearly everyone will need to take time away from work to care for a new child.
- But only 11 percent of workers in the U.S. have access to paid family leave through their employers, and fewer than 40 percent have access to personal medical leave through employer -provided short - term disability insurance.

Policy Issue

- Laws providing paid family and medical leave allow workers to continue to earn a portion of their pay while they take time away from work to:
 - Address a serious health condition (including pregnancy);
 - Care for a family member with a serious health condition; or
 - Care for a newborn, newly -adopted child or newly -placed foster child.

Policy Literature Review

- Research continues to show the pressing need for paid family and medical leave for working families. For example, research has shown that the U.S. lags far behind other high-income countries in providing paid parental leave — putting our nation at a competitive disadvantage.
- Researchers have also revealed the ways in which paid family and medical leave programs benefit both families and businesses through estimated costs, potential savings and anticipated outcomes.
- Other studies demonstrate the positive effect these programs can have on the financial and physical health of working families. And analyses of the nation's first statewide paid leave program in California demonstrate its success.

Increase in Providing Paid Family Leave

- More than 50 municipalities provide paid leave for municipal workers, with at least two dozen cities and counties adopting such legislation in 2016 or early 2017 (National Partnership for Women and Families 2016).
- In 2016, San Francisco enacted a Paid Parental Leave Ordinance Citywide.
- States have enacted paid family leave legislation including: New Jersey, 2008; Rhode Island, 2013; California, 2002; New York, 2016; District of Columbia, 2016.

City & County of San Francisco

Paid Parental Leave Ordinance



Notice of Rights for New Parents

If you take time off work to bond with a new child, you may be eligible for **SF Paid Parental Leave supplemental compensation** from your employer, in addition to your weekly benefit from the California Paid Family Leave program.

Are You Eligible?

- Did you start working for your employer 6 months (180 days) before taking bonding leave?
- Do you work a minimum of 8 hours per week & 40% of your hours in San Francisco?
- Are you receiving California Paid Family Leave benefits to bond with your new child?

Duration: Up to 6 weeks.

Employers with 20 or more employees worldwide are covered by this law.

Amount: California Paid Family Leave (PFL) benefits are 60% or 70% of weekly wages (up to a cap). SF employers pay the difference between your weekly benefit from the California PFL program and 100% of your normal gross weekly wages (up to the maximum).

For more information, visit www.sfgov.org/pplo or call (415) 554- 4190.

How Much Paid Parental Time O

- Best practices indicate a scale from 6 to 12 weeks of leave depending on situation.
- Mayor and City Council members will determine the policy and direct City Manager and City Attorney to bring forward policy recommendations based on hearings with the public.

City of El Paso Shared Parental Leave

July, 2017 City Council voted unanimously (introduced by Representative Ordaz Perez) to approve changes to Shared Leave Policy and created the Shared Parental Leave Program (SPL)

- Provide eligible parents more flexibility in bonding with and caring for their child during the first year following birth, adoption or foster placement.
- Allows employees to voluntarily donate accrued sick/vacation leave to program or to a designated eligible employee.
- Eligible recipients may draw up to 4 consecutive, continuous weeks of SPL donations to make the employee's pay whole should their own leave balances be exhausted.

City of El Paso Shared Parental Leave

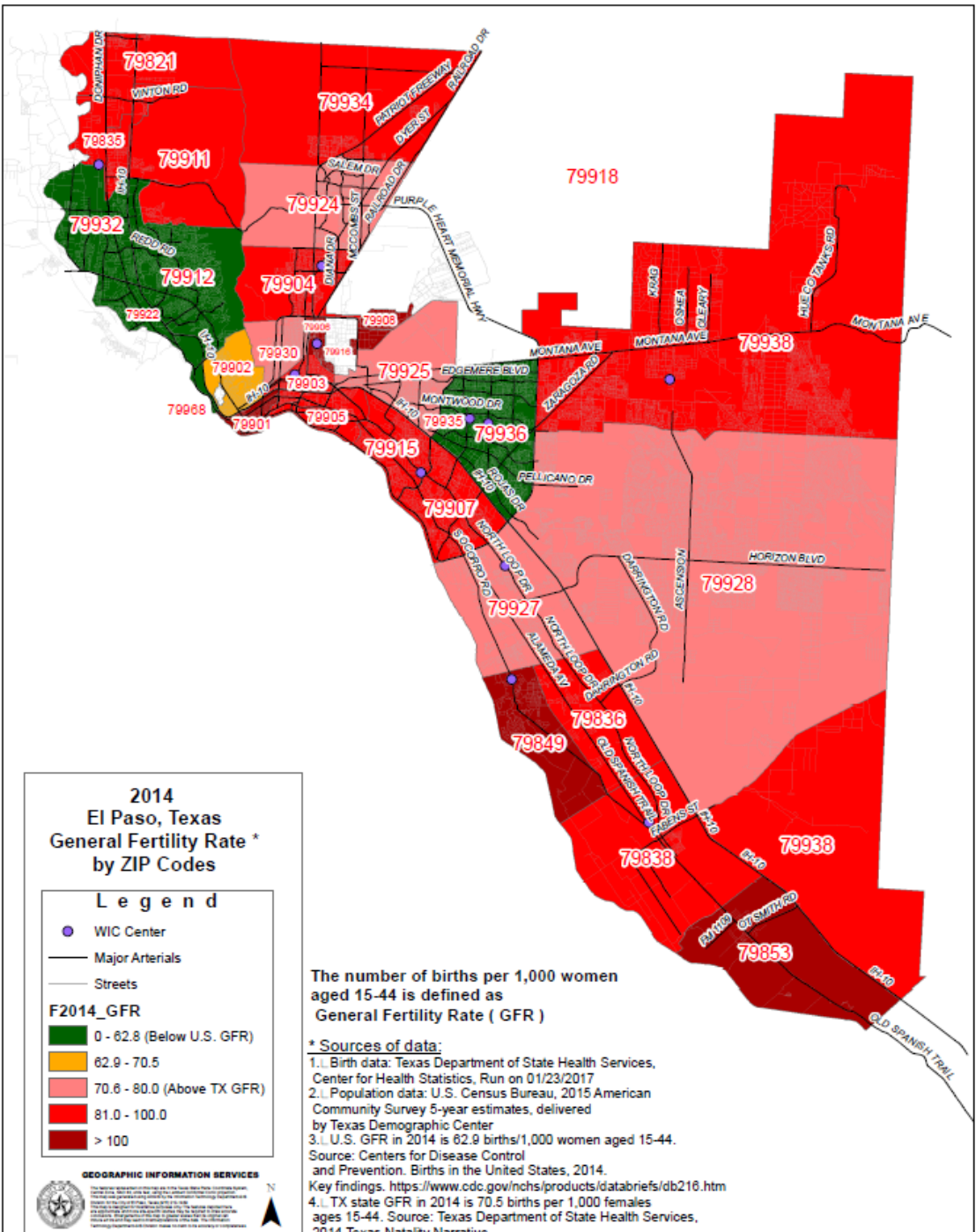
LIMITATIONS:

- Disbursement is based on availability of leave hours in the SPL Bank; no guarantee that a qualified recipient will receive full amount of leave requested.
- When multiple requests are made, with same or near -same date, donations will be evenly disbursed to the greatest extent possible.

Who Took FML for Birth, Adoption Foster Care?

According to City of El Paso, CFO:

- In 2018, there were 107 City municipal employees that took FMLA related to a child birth.
(1.75% of the workforce for City of El Paso, Texas municipal employees.)
- 6 weeks of paid leave per employee would have cost approximately \$600K in 2018.
- City municipal employees are provided shared leave benefits.
- City municipal employees have short term disability benefits.



Next Steps

- Discussion and action to explore policy recommendations for a citywide paid parental leave ordinance.
- Round table discussions with business oriented associations, religious organizations and civic groups.
- Host additional public hearings
- Accept public comment via City of El Paso website for both employees and employers.