<u>Paid Parental Leave for City Employees</u>*

Digest by the Ballot Simplification Committee

Status: Draft for Consideration

On: Monday, July 27, 2015

Members: Packard, Fasick, Fraps, Jorgensen, Unruh

Word count: *(suggested 300-word limit)*

Deadline to Request Reconsideration: TBD

The Way It Is Now: The Charter provides City employees with 12 weeks of paid parental leave to care for a child after birth or placement for adoption or foster care. City employees may receive 16 weeks of paid parental leave if they are temporarily disabled by pregnancy.

If two City employees qualify to take paid parental leave, they may not each take 12 weeks of paid parental leave for the birth or placement of the same child. The combined total of paid parental leave for the same child is 12 weeks, or 16 weeks if one of the employees has been temporarily disabled by pregnancy.

Before receiving paid parental leave, an employee must use all of the employee's other paid leave balances, including sick leave, vacation, and floating holidays. If the employee does not exhaust these leaves, the total supplemental compensation for which the employee is eligible will be reduced by the amount of the unexhausted paid leave accrued by the employee as of the start of the parental leave.

The Proposal: Proposition ___ would amend the Charter to:

- allow two City employees to each take 12 weeks of paid parental leave for the birth or placement of the same child, or 16 weeks if one of the employees is temporarily disabled by pregnancy; and

- provide City employees with at least 40 hours of sick leave when they return to work, regardless of how much paid leave they had when they took their parental leave.

A "YES" Vote Means: If you vote "yes," you want to allow two City employees to each take the maximum amount of paid parental leave for which they qualify for the birth or placement of the same child; and provide City employees with at least 40 hours of sick leave at the end of paid parental leave.

A "NO" Vote Means: If you vote "no," you do not want to make these changes to the Charter.

Working title, for identification only. The Director of Elections determines the title of each local ballot measure; measure titles are not considered during Ballot Simplification Committee meetings.