Paid Parental Leave for City Employees*

Digest by the Ballot Simplification Committee

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Members:	Packard, Fasick, Fraps, Jorgensen, Unruh
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Deadline to Request Reconsideration: 11:30 a.m. on Tuesday, July 28, 2015

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 adoption or becoming a foster parent. A City employee may receive an additional four weeks of paid parental leave if, as certified by a healthcare provider, the employee is temporarily disabled by pregnancy.

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

Before receiving paid parental leave, an employee must first use all other paid leave, including sick leave, vacation, and floating holidays. If an employee does not use all available paid leave, the amount of unused leave is subtracted from the paid parental leave benefit.

The Proposal: Proposition ___ would amend the Charter to:

- allow each parent to take the maximum amount of paid parental leave for which they qualify for the birth, adoption or foster parenting of the same child, if both parents are City employees; and

- provide City employees the opportunity to keep up to 40 hours of sick leave at the end of paid parental leave.

A "YES" Vote Means: If you vote "yes," you want to allow each parent to take the maximum amount of paid parental leave for which they qualify for the birth, adoption or foster parenting of the same child, if both parents are City employees; and provide each parent the opportunity to keep up to 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.