



KATY TANG
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**SUPERVISOR KATY TANG INTRODUCES CHARTER AMENDMENT AND
ANNOUNCES EFFORT TO ENHANCE NATION'S STRONGEST PAID PARENTAL
LEAVE LAW**

Employees will be able to maintain 40 hours of accrued sick leave when accessing Paid Parental Leave and each employee will be entitled to full benefit when spouse or domestic partner is also a city employee

In an effort to enhance the strongest paid parental leave law in the nation, Supervisor Katy Tang introduced a Charter Amendment on Tuesday that would allow city employees to maintain 40 hours of accrued sick leave when accessing San Francisco's Paid Parental Leave benefit and allow city employees who are married or in domestic partnerships with another city employee to be entitled to full benefits.

"It is vital that we invest in the care of our families after the birth, adoption or fostering of a child," said Supervisor Tang. "Although San Francisco leads the way in paid parental leave policies, there remains opportunities for our city to strengthen its policy to ensure that it is the most effective in supporting our families. It has been more than 10 years since voters approved the measure, and it is time to ask if we can do more."

Currently, City and County of San Francisco employees receive 12 weeks or, if the employees are temporarily disabled by pregnancy, up to 16 weeks of paid parental leave after the birth, adoption, or fostering of a child. The original law, passed by voters in 2002, supplements state disability insurance payments, paid sick leave, compensatory time, and other forms of paid leave.

San Francisco's paid parental leave program is the most comprehensive program in the country. In January 2015, President Barack Obama announced a new six-week paid leave program for federal workers. This month, the city of Boston established its first ever paid parental leave program, also providing six weeks of paid leave for employees who have worked for the city for at least one year. Washington, D.C. offers its municipal employees eight weeks, while Chicago offers six weeks and Philadelphia provides four weeks of paid parental leave.



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Despite San Francisco's comprehensive program, Supervisor Tang recognized the opportunity to make the program even more family friendly. Currently, employees are required to first exhaust all accrued paid leave, such as sick leave and vacation time, before they can access the paid parental leave benefit. In addition, city employees who are married or in domestic partnerships with another city employee must share the benefits.

"I applaud Supervisor Tang's leadership on this issue," said Mayor Ed Lee. "When families succeed, communities flourish. This Charter Amendment is an important step toward ensuring the City remains a City for all."

The Charter Amendment is the first phase in a year-long effort to strengthen San Francisco's paid parental leave policies. Supervisor Tang also announced the start of a Paid Parental Leave Task Force to explore additional changes to improve the city's paid parental leave policy. Initial participants of the Task Force include: Department of Human Resources, Controller's Office, Department on the Status of Women, Department of Children Youth and Their Families, First 5 San Francisco, the San Francisco Family Support Network, the Department of Labor's Women's Bureau, Google, Gap, Inc., President of the Police Commission Suzy Loftus, the Center for WorkLife Law at UC Hastings College of the Law, and the Healthy Mothers Workplace Coalition. The Task Force will explore ideas such as extending the City's paid leave program beyond 12 weeks and to non-municipal employees, among others.

"In addition to setting the standard for local jurisdictions, I am asking city leaders, departments and public and private partners to come together to strengthen paid parental leave practices across all industries," said Supervisor Tang. "The rest of the world has recognized the important health impact of strong paid parental leave laws on families, and this is only the first step in a year-long effort to engage our community in implementing a paid parental leave law that is on par with the rest of the world."

According to a 2014 report from the United Nation's Institute of Labor, 98 countries offer paid leave for 14 weeks or more. A 2013 Pew Research Center report analyzing 38 countries found that the median amount of full-paid time off for new mothers was five-to-six months. Studies have also documented the health benefits of paid parental leave programs for children and their parents, such as increased bonding and breastfeeding time, increased likelihood of going to regular doctor's checkups, and decreased risk of postpartum depression.

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