

107-70

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

[Job-Share Program for Legislative Aides.]

**Motion approving a job-share program for the Board of Supervisors' legislative aides and directing the Clerk of the Board to take the necessary steps to implement the job-share program.**

WHEREAS, Flexible work-life arrangements between employers and employees significantly improve the quality of employees' work experience and personal life by allowing employees to better balance work commitments with family, personal and other non-work commitments; and,

WHEREAS, Flexible work-life practices and policies such as job sharing, telecommuting, flexible or compressed workweeks and other family-friendly policies have been proven to increase employee productivity, improve workplace morale, and significantly increase an employer's ability to recruit and retain the best candidates in the professional marketplace; and

WHEREAS, In 1998 the City of San Francisco enacted Chapter 12K of the Administrative Code to adopt and implement the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women ("CEDAW"); and

WHEREAS, Section 12k.3(a)(2) of the Administrative Code states that "the City shall encourage and, where possible, fund the provisions of the necessary supporting services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child care facilities, paid family leave, family-friendly policies and work-life balance"; and

WHEREAS, The Department on the Status of Women issued a survey report on Work-Life Policies and Practices in September of 2001 indicating that twelve percent of City

Supervisor Alioto-Pier  
BOARD OF SUPERVISORS

ns  
re,  
re  
a  
o  
ffice

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

Departments utilize job-share programs and all departments participating in such program indicated that it improves moral and commitment of participating employees; now, therefore be it

MOVED, That the Board of Supervisors supports a job-share program for legislative aides, wherein two employees will share one full-time employee position at twenty hours week; and be it

FURTHER MOVED, That the Board of Supervisors directs the Clerk of the Board to take the necessary steps to implement the job-share program, including budgetary and other equipment needs.

Supervisor Alioto-Pier  
BOARD OF SUPERVISORS



# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails Motion

**File Number:** 070618

**Date Passed:** June 12, 2007

Motion approving a job-share program for the Board of Supervisors' legislative aides and directing the Clerk of the Board to take the necessary steps to implement the job-share program.

June 12, 2007 Board of Supervisors — APPROVED

Ayes: 11 - Alioto-Pier, Ammiano, Daly, Dufty, Elsbernd, Jew, Maxwell,  
McGoldrick, Mirkarimi, Peskin, Sandoval

File No. 070618

I hereby certify that the foregoing Motion was APPROVED on June 12, 2007 by the Board of Supervisors of the City and County of San Francisco.

A handwritten signature in cursive script that reads "Kay Gulbengay".

Kay Gulbengay  
Interim Clerk of the Board