Resolution supporting the passage of California State Assembly Bill No. 123, authored by Assembly Member Lorena Gonzalez, and re-affirming San Francisco’s support for equitable and fair Paid Family Leave.

WHEREAS, Paid Family Leave (PFL) offers benefits to workers who need to take time off to bond with a new child entering the family or to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner; and

WHEREAS, California is a historic leader establishing the first PFL program in the nation in 2004, which is funded by deductions from workers’ paychecks and administered through the State’s Employment Development Department; and

WHEREAS, Robust PFL programs have proven positive outcomes in preventing premature births and infant mortality, increasing the likelihood of breastfeeding, and reducing the likelihood of domestic violence; and

WHEREAS, PFL programs also offers important bonding time for newborn parents, which has proven to build on family resiliency; and improve a child’s long-term health and development; and

WHEREAS, While California’s PFL is groundbreaking, prior to 2018, California workers were only paid 55% of their income when they went on leave, which was a barrier for low-income workers who could not afford the significant loss in wages; and

WHEREAS, In 2018, the California State Legislature passed Assembly Bill No. 908 (AB 908), which raised wage replacement during PFL to 70% for very low-income workers and 60% for other workers, which resulted in an increase in the utilization of paid family leave benefits for individuals to bond with their child or care for family members; and
WHEREAS, AB 908 will be sunsetting at the end of 2021 and will revert back to the previous formula that only offered 55% wage replacement for PFL to all workers, which would not only be inequitable, but detrimental to the progress made; and

WHEREAS, The COVID-19 pandemic demonstrated the critical importance for programs such as PFL to allow workers the ability to care for their children or family members without having to forgo their livelihoods; and

WHEREAS, President Joseph Biden is including a national paid family and medical leave program as part of the American Families Plan; and

WHEREAS, PFL programs also improve employee morale and reduce staff turnover while supporting economic growth; and

WHEREAS, Women of color and lower-income women are the most likely to be forced out of the workforce during the COVID-19 pandemic because they are more likely to be responsible for child care; and

WHEREAS, The economic recovery will need to look at expanding benefits like PFL to retain and attract women back into the workforce; now, therefore, be it

RESOLVED, That the Board of Supervisors affirms support for fair and equitable Paid Family Leave programs and will support the re-examination of our own local policies if the State rolls back wage replacement; and, be it

FURTHER RESOLVED, That the Board of Supervisors and the City and County of San Francisco supports California State Assembly Bill 123 by Assembly Member Lorena Gonzalez (AD-80), which would expand PFL benefits for workers to receive up to 90% of their wages; and, be it

FURTHER RESOLVED, That the Board of Supervisors directs the Clerk of the Board to transmit a copy of this Resolution to the State Legislative Delegation and the City Lobbyist upon its final passage.
Resolution supporting the passage of California State Assembly Bill No. 123, authored by Assembly Member Lorena Gonzalez, and re-affirming San Francisco’s support for equitable and fair Paid Family Leave.

May 25, 2021 Board of Supervisors - ADOPTED

Ayes: 11 - Chan, Haney, Mandelman, Mar, Melgar, Peskin, Preston, Ronen, Safai, Stefani and Walton

I hereby certify that the foregoing Resolution was ADOPTED on 5/25/2021 by the Board of Supervisors of the City and County of San Francisco.

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Angela Calvillo
Clerk of the Board

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London N. Breed
Mayor

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without her approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

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Angela Calvillo
Clerk of the Board

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06/04/2021
Date