

14-0174  
Refer of 14-002-52

~~CONFIDENTIAL~~

MOTION

HOUSING

In 2002, the California legislature passed the Paid Family Leave Act, the nation's first Paid Family Leave insurance program that provides up to six weeks of partial wage replacement benefits per year to workers on leave to bond with a new child or care for a seriously ill family member. Nearly the entire private workforce in California contributes a portion of every paycheck to California's State Disability Fund which administers the program.

As part of a study by Eileen Appelbaum and Ruth Milkman, *Leaves that Pay*, a survey through the California Field Poll was conducted in 2011 and found that the County of Los Angeles, and subsequently the City of Los Angeles had the lowest awareness of California's Paid Family Leave program. Public awareness has been limited to the point that at least half of all workers surveyed experienced a qualifying life event, but were unaware of this benefit. Awareness was also the lowest among key disadvantaged groups, such as those with lower household incomes, renters and those with limited education. Further, approximately 37% of workers surveyed feared their employers would retaliate against them for applying for and taking Paid Family Leave, even though they had paid into the program through payroll deductions.

In an effort to further promote California's Paid Family Leave program to the residents of the City of Los Angeles, it is appropriate to coordinate a focused effort to raise public awareness of this important benefit by posting information relevant in City buildings that serve the public, such as libraries, recreation centers, senior centers, etc.

I THEREFORE MOVE that the City Council instruct the General Services Department, Library Department, Department of Recreation and Parks, Housing and Community Investment Department, and other departments as appropriate to coordinate with the Commission on the Status of Women to identify appropriate city facilities and post relevant information throughout the city to educate and inform residents about California's Paid Family Leave program.

I FURTHER MOVE that the Commission on Status of Women be requested to develop a coordinated public awareness campaign to increase awareness among our city's residents of the California Paid Family Leave program.

PRESENTED BY: Nury Martinez  
NURY MARTINEZ  
Councilwoman, 6<sup>th</sup> District

SECONDED BY: [Signature]

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FEB - 5 2014

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