

RESOLUTION RULES, ELECTIONS, INTERGOVERNMENTAL RELATIONS

WHEREAS, any official position of the City of Los Angeles, with respect to legislation, rules, regulations or policies proposed to or pending before a local, state, or federal governmental body or agency must have first been adopted in the form of a Resolution by the City Council with the concurrence of the Mayor; and

WHEREAS, California's State Disability Insurance (SDI) is a deduction from employees' wages that provides temporary benefit payments to workers for non-work-related disabilities, Paid Family Leave (PFL), and benefits to individuals unable to work because they need to care for a seriously ill family member or to bond with a new child; and

WHEREAS, the State of California currently provides pregnant mothers up to 4 weeks of Disability Insurance benefits for a normal pregnancy before their expected due date, 6 to 8 weeks of postpartum disability benefits to recover from the birth of a child, and up to 6 weeks of Paid Family Leave to bond with a new child entering the family; and

WHEREAS, AB 196 (Gonzalez), introduced on January 10, 2019, would increase the compensation rates for individuals receiving up to 6 weeks of Paid Family Leave to bond with a new child from 60-70 percent provided currently, up to 100 percent of an employee's wages, not to exceed the maximum workers' temporary disability indemnity weekly benefit amount established by the Department of Industrial Relations; and

WHEREAS, presently, workers are required to accept a 30-40 percent reduction in pay if they choose to take time off to bond with a new child or take care of a sick relative; and


WHEREAS, many working families cannot realistically continue to support their families on the significantly reduced wage currently provided through Paid Family Leave, and are forced to neglect their family duties because of financial considerations; and

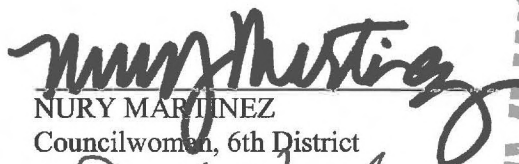
WHEREAS, a number of positive health outcomes, equity and economic benefits result from parents being able to spend time away from work bonding with a new child in their family, including reduced infant mortality rates, fewer postpartum depressive symptoms, higher worker retention rates, and greater gender parity in both the workplace and at home; and

WHEREAS, the City of Los Angeles has demonstrated a commitment to expanding Paid Family Leave and Paid Parental Leave benefits to all workers in Los Angeles; and

WHEREAS, AB 196 (Gonzalez), which would help bring financial security to families who would otherwise be unable to afford to take Paid Family Leave by increasing compensation rates, aligns with the City's commitment to affordability and family;

NOW, THEREFORE BE IT RESOLVED, with the concurrence of the Mayor, that by the adoption of this Resolution, the City of Los Angeles hereby includes into its 2019-2020 State Legislative Program SUPPORT for AB 196 (Gonzalez), which would increase Paid Family Leave compensation to 100 percent of an employee's weekly benefit amount.

PRESENTED BY: 
DAVID E. RYU
Councilmember, 4th District


NURY MARTINEZ
Councilwoman, 6th District

ORIGINAL

JUN 11 2019

SECONDED BY: 