

RESOLUTION

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, in 2017 the California Legislature approved SB 68 (Jackson), the New Parent Leave Act, which provides existing law for parental leave rights in the State of California; and

WHEREAS, existing law prohibits employers, with 20 or more employees within a 75 mile radius, to refuse to allow employees, with more than 12 months of service, to take up to 12 weeks of parental leave and requires them to provide a guarantee of employment in the same or comparable position upon return; and

WHEREAS, studies have demonstrated that paid family leave results in the improvement of infant and maternal health, but also aides employers in hiring and retaining skilled and experienced employees; and

WHEREAS, current law provides for paid family leave protections for approximately sixteen percent of the California workforce, however paid family leave should be an option for all individuals and no one should be forced to choose between the physical and mental well-being of their family or financial security; and

WHEREAS, paid family leave is a critical component in addressing gender and social inequality, promoting career retention and growth for women, and allowing fathers to share in childcare responsibilities; and


WHEREAS, currently pending before the California State Senate is SB 135 (Jackson) which would expand paid family leave protections, remove the exemption for businesses that employ under fifty employees, and require that businesses employing over five employees provide paid family leave; and

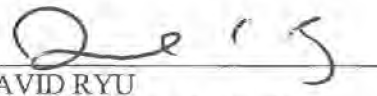
WHEREAS, the bill would also expand the definition of “family care and medical leave” to include care of relatives, designated individuals, and leave for reasons related to active military service of an individual or their partner; and

WHEREAS, lack of paid family leave protections result in the deterioration of health for infants and their parents, and disproportionately lead to discrimination of women in the workplace;

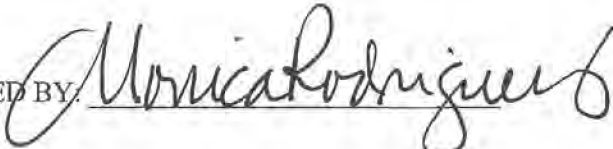
NOW, THEREFORE, BE IT RESOLVED, with the concurrence of the Mayor, that by the adoption of this Resolution, the City of Los Angeles hereby includes in its 2019-2020 State Legislative Program SUPPORT for SB 135 (Jackson) which would expand paid family leave protections, remove the exemption for businesses that employ under fifty employees, and require that businesses employing over five employees provide paid family leave.

PRESENTED BY



 NURY MARTINEZ
 Councilwoman, 6th District


 DAVID RYU
 Councilmember, 4th District

SECONDED BY



ORIGINAL


 MAY 29 2019