

HEALTH, EDUCATION, NEIGHBORHOODS, PARKS, ARTS, AND RIVER, and ECONOMIC DEVELOPMENT COMMITTEES' REPORT and COMMUNICATION FROM THE CHAIR, AD HOC ON COMPREHENSIVE JOBS CREATION PLAN COMMITTEE relative to a proposed Paid Parental Leave Ordinance.

Recommendations for Council action, as initiated by Motion (Martinez - Ryu - Price - Rodriguez):

1. REQUEST the City Attorney to report with options for an Ordinance to require employers to provide employees within the City, who receive State Disability Insurance and/or Paid Family Leave benefits prior to the birth of a child and/or for the recovery and new child bonding, with supplemental compensation for up to 18 weeks, equal to the difference between the employee's State Disability Insurance and/or Paid Family Leave benefits and the employee's normal gross weekly wage, such that the employee receives their full weekly wage, to be capped at the annual adjusted cost of living in the City.
2. INSTRUCT the City Administrative Officer (CAO) and Chief Legislative Analyst (CLA) to:
 - a. Report in 30 days with recommendations to conduct an independent economic analysis on a potential paid parental leave program, including, but not limited to, by releasing a task order solicitation to on-call contractors through the Office of Economic Analysis, or make a Request For Proposal with targeted mailing to firms and/or institutions with sufficient economic and social research experience and capacity to perform the analysis, whereas the analysis should include the following:
 - i. A survey and an evaluation of existing private and public sector, including industries with collective bargaining agreements, paid parental leave programs in the City.
 - ii. A citywide and industry-specific analysis of eligible employees that will be impacted by a potential paid parental leave program based on age and other demographics.
 - iii. An evaluation of potential impacts, risks, and costs to large, mid-size, and small employers, including independent contractors, and their employees.
 - iv. Options to mitigate the potential risks and costs, including, but not limited to, exemptions for small businesses and/or nonprofit organizations; modifications to the City's business tax; an expansion of short-term disability insurance coverage; and, the development of an opt-in program intended to pool risk and costs associated with a potential paid parental leave program.
 - v. Proposed changes to applicable state laws and current state laws.
 - vi. Potential discriminatory and retaliatory impacts; and, the monitoring, enforcement mechanisms, and costs to implement a potential parental leave program.

- b. Report in 30 days with recommendations that would allow the City to encourage the state to remove the word *Disability* from Pregnancy Disability Leave.
 - c. Monitor ongoing efforts of the Governor's Paid Family Leave Program Task Force to provide additional funding for the Paid Family Leave Program and to report to Council how best to leverage State funds for program implementation.
3. REQUEST the City Attorney and INSTRUCT the Office of Finance, Bureau of Contract Administration, and Department of Economic and Workforce Development, with the assistance and cooperation of the CAO and CLA, to report with a review of potential program elements, including, but not limited to, outreach and education related to the proposed program, a timeline and framework for implementation, enforcement, mechanisms available to ensure for employment protections for Paid Parental Leave beneficiaries, and the inclusion of part-time and contract workers in the City's Paid Parental Leave Program.
 4. REQUEST the City Attorney, with the assistance of the CAO and CLA, to report on any preemption concerns regarding an Ordinance to implement a paid parental leave program.

Fiscal Impact Statement: Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: Yes

For:
Los Feliz Neighborhood Council

SUMMARY

At a special meeting held on March 19, 2019 the Health, Education, Neighborhoods, Parks, Arts, and River and the Economic Development Committees, and the Chair of the Ad Hoc on Comprehensive Job Creation Plan Committee considered a motion relative to a proposed Paid Parental Leave Ordinance, which would require employers in the City to provide paid leave for its employees. The Councilmember of Council District 6 presented the motion and answered the Committees' questions regarding the reasoning why the motion was introduced. Additionally, the Committees invited a Staff Attorney for the American Civil Liberties Union of Southern California in the LGBTQ, Gender, and Reproductive Justice Project to provide additional information regarding Paid Parental Leave laws and leave programs in other municipalities.

During discussion, the Committees posed questions to the ACLU Staff Attorney about the current State laws relative to the parental leave, the Governor's plans regarding this matter, and other municipalities with similar Ordinances. The Staff Attorney provided the Committees a summary of the current laws and potential changes to those laws, and a comparison of the proposed City's program to the programs in Cities of San Francisco and New York, as well as the State of New York. After further discussion, the Committees amended the motion to collect additional information regarding the potential financial impacts to the local business, mechanisms to enforce the program, impact on the employees affected by the program, and unforeseen concerns not addressed during the presentation.

After providing an opportunity for public comment, the Health, Education, Neighborhoods, Parks, Arts, and River and the Economic Development Committees, and the Chair of the Ad Hoc on Comprehensive Job Creation Plan Committee recommended that Council approve the motion as amended. This matter is now forwarded to Council for its consideration.

Respectfully Submitted,

HEALTH, EDUCATION, NEIGHBORHOODS, PARKS, ARTS AND RIVER COMMITTEE

MEMBER **VOTE**

RYU: YES
O'FARRELL: YES
PRICE: YES

ECONOMIC DEVELOPMENT COMMITTEE

MEMBER **VOTE**

PRICE: YES
BUSCAINO: ABSENT
RODRIGUEZ: YES

CHAIR OF THE AD HOC on COMPREHENSIVE JOB CREATION PLAN COMMITTEE

MEMBER **VOTE**

KREKORIAN: YES
BLUMENFIELD: ABSENT
HARRIS-DAWSON: ABSENT

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-NOT OFFICIAL UNTIL COUNCIL ACTS-

