

14-0002-52

JAN 10 2014

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, the federal Family and Medical Leave Act (FMLA) became law in 1993 and guarantees that qualifying workers can take up to 12 weeks of unpaid leave in one year to care for seriously ill family members, their own serious health needs, or newborns; and

WHEREAS, since its enactment, the National Partnership for Women & Families, an original sponsor, states that the program has been used more than 100 million times by workers without jeopardizing their jobs; and

WHEREAS, former President Clinton recently stated that he receives more expressions of gratitude for signing the FMLA than any other piece of legislation during his Presidency; and

WHEREAS, Los Angeles County, including the City of Los Angeles, has the highest birthrate in the State, with approximately 30% of California, and in 2012 there were 121,300 babies born locally; and

WHEREAS, both the County of Los Angeles and the City of Los Angeles were found to have the lowest awareness of California's Paid Family Leave program. Public awareness has been limited with at least half of all workers surveyed experiencing a qualifying life event, but unaware of this benefit.

WHEREAS, a woman's employment status is a frequent barrier to the initiation and duration of exclusive breastfeeding and the American Academy of Pediatrics states that breastfeeding and infant nutrition should be considered a public health issue and not a lifestyle choice; and

WHEREAS, California's Paid Family Leave program was found to double the median duration of breastfeeding and the United States Surgeon General encourages policymakers to take action in support of breastfeeding, including ensuring that all employed mothers have access to paid maternity leave; and

WHEREAS, to strengthen the FMLA, the Family And Medical Insurance Leave Act (FAMILY Act), S 1810 (Gillibrand) and H.R. 3712 (DeLauro), has been introduced in Congress and would establish a program to allow workers to receive up to 12 weeks of partial paid leave (approximately 2/3 of their salary); and

WHEREAS, no one should have to choose between their job and taking care of the health needs of their family or themselves, and with passage of the FAMILY Act they would not have to; and

WHEREAS, a similar program already exists in California and research shows that paid leave increases employee morale, productivity and job performance, and helps to reduce the high rate of employee turnover in low-wage jobs; and

WHEREAS, the City has take action to support paid leave legislation since 2008; and

WHEREAS, the City of Los Angeles should support the FAMILY Act because people should not have to lose a paycheck or their job to care for a family member, and most advanced nations provide some form of paid family leave which has helped, and has not hurt their economies;

NOW THEREFORE BE IT RESOLVED, with concurrence of the Mayor, that by adoption of this Resolution, the City of Los Angeles hereby includes in its 2013-014 Federal Legislative Program SUPPORT for S. 1810 (Gillibrand) and H.R. 3712 (DeLauro), The Family And Medical Insurance Leave Act (FAMILY Act), which would provide workers across the country partial income when taking leave from work.

PRESENTED BY: Nury Martinez
NURY MARTINEZ
Councilwoman, 6th District

SECONDED BY: Theresa O'Donnell

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