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**Committee:** Committee on Human Resources

**Status:** Passed Finally

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**SPONSORED BY COUNCILWOMAN NATALIA RUDIAK**

Resolution calling on the Director of the Department of Personnel to Enact a Paid Parental Leave benefit for City Employees.

**WHEREAS**, the City of Pittsburgh has outstanding employees working everyday to make the City a better place to live and do business; and

**WHEREAS**, Pittsburgh is consistently ranked as one of the most livable cities in the United States; and

**WHEREAS**, City officials and philanthropic foundations are pursuing efforts to make Pittsburgh more family-friendly; and

**WHEREAS**, the federal Family and Medical Leave Act (FMLA) is currently the only option for City Employees to take time away from their jobs when welcoming a new child; and

**WHEREAS**, Family and Medical Leave Act leave is unpaid; and

**WHEREAS**, a U.S. Department of Labor survey found that 78% of those who are eligible for FMLA are unable to forgo pay in order to take leave; and

**WHEREAS**, the City of Pittsburgh must offer competitive benefits to retain the best and brightest workforce, in order to continue the highest level of service to Pittsburgh's citizens; and

**WHEREAS**, a survey of 200 human resources managers found that two thirds believed that family friendly policies were the most important factor in talent retention; and

**WHEREAS**, family friendly policies increase the likelihood that new parents will come back to work after welcoming a new child, saving the City replacement costs, such as hiring and training, which can be between 25% and 200% of an employee's annual salary; and

**WHEREAS**, family leave is linked with short-term benefits like shorter hospital stays and better health for mother and child, and long-term benefits like higher educational attainment, lower teen pregnancy rates, higher IQ scores, and higher earnings in adulthood.

**THEREFORE BE IT RESOLVED** by the Council of the City of Pittsburgh as follows:

The Council of the City of Pittsburgh calls on the Director of the Department of Personnel to create and enact a policy to provide paid leave for City employees welcoming a new child.

a. The policy must meet or exceed the following:

-The policy shall provide at least six (6) consecutive weeks of paid leave for employees welcoming a new child or children.

-Pay during leave shall be 100% of an employee's base rate at full time, or 40 hours per week.

-The policy shall be applicable to births, adoptions, and new foster arrangements.

-To be eligible, an employee with the City of Pittsburgh must have (1) worked for the City of Pittsburgh for at least twelve (12) months, and (2) worked at least 1,250 hours during the twelve (12) month period preceding the leave.

-Eligibility shall not be limited by gender, marriage status, or sexual orientation.

-Leave shall not include paid holidays as defined by the official holiday calendar for City Employees.

-Employees shall not be required to expend earned vacation time before paid parental leave.

- b. This policy shall not reduce or expand the total amount of leave time available to employees under any federal, state, or local law.
- c. This policy shall not supersede or change any collective bargaining agreements.
- d. All employees shall be notified of this policy when it is final and available.