



Legislation Details (With Text)

**File #:** Res 0311-2018      **Version:** \*      **Name:** Extend paid family leave benefits to city employees covered by municipal unions.

**Type:** Resolution      **Status:** Adopted

**In control:** Committee on Civil Service and Labor

**On agenda:** 4/25/2018

**Enactment date:**      **Enactment #:**

**Title:** Resolution calling upon New York City to extend paid family leave benefits to city employees covered by municipal unions

**Sponsors:** Laurie A. Cumbo, Mark Treyger, Keith Powers, Stephen T. Levin, Diana I. Ayala, Helen K. Rosenthal, Karen Koslowitz, Ben Kallos, Costa G. Constantinides, Margaret S. Chin

**Indexes:**

**Attachments:** 1. Res. No. 311, 2. Committee Report 4/30/18, 3. Hearing Testimony 4/30/18, 4. Hearing Transcript 4/30/18, 5. Committee Report 5/8/18, 6. Hearing Transcript 5/8/18, 7. May 9, 2018 - Stated Meeting Agenda with Links to Files, 8. Hearing Transcript - Stated Meeting 5-9-18, 9. Minutes of the Stated Meeting - May 9, 2018, 10. April 25, 2018 - Stated Meeting Agenda with Links to Files, 11. Minutes of the Stated Meeting - April 25, 2018, 12. Hearing Transcript - Stated Meeting 4-25-18

Date	Ver.	Action By	Action	Result
4/25/2018	*	City Council	Introduced by Council	
4/25/2018	*	City Council	Referred to Comm by Council	
4/30/2018	*	Committee on Civil Service and Labor	Hearing Held by Committee	
4/30/2018	*	Committee on Civil Service and Labor	Laid Over by Committee	
4/30/2018	*	Committee on Education	Hearing Held by Committee	
4/30/2018	*	Committee on Education	Laid Over by Committee	
5/8/2018	*	Committee on Civil Service and Labor	Hearing Held by Committee	
5/8/2018	*	Committee on Civil Service and Labor	Approved by Committee	Pass
5/9/2018	*	City Council	Approved, by Council	Pass

Res. No. 311

Resolution calling upon New York City to extend paid family leave benefits to city employees covered by municipal unions

By Council Members Cumbo, Treyger, Powers, Levin, Ayala, Rosenthal, Koslowitz, Kallos, Constantinides and Chin

Whereas, On January 7, 2016, New York City Mayor Bill de Blasio signed a personnel order to provide paid parental leave to New York City employees who hold non-union or managerial titles; and

Whereas, The order provides six weeks of paid leave at 100 percent of salary, and will benefit up to 20,000 employees; and

Whereas, Mayor de Blasio's order has been praised as a major step in bringing New York City in line with other jurisdictions in the United States and abroad; and

Whereas, The Mayor's order does not include New York City employees covered by a municipal union; and

Whereas, Each year, many of these New York City workers need time away from work to address major health and family obligations, including serious personal illness, seriously ill family members or the arrival of a child; and

Whereas, Currently, the federal Family and Medical Leave Act (FMLA) of 1993 provides up to 12 weeks of unpaid leave for workers whose families are dealing with certain major health or life events, such as a serious medical condition or the arrival of a child; and

Whereas, For those who take FMLA leave, the financial consequences of losing one's income for weeks or months in order to care for a family member can be devastating; and

Whereas, Most workers must rely on their employers for any paid leave; and

Whereas, A 2011 study by the Center for Economic and Policy Research reported that five years after California implemented a paid family leave program, nearly 89 percent of employers reported that the program had either a "positive effect" or "no noticeable effect" on productivity, roughly 91 percent reported a "positive effect" or "no noticeable effect" on profitability or performance, and more than 95 percent reported either a "positive effect" or "no noticeable effect" on employee turnover and morale; and

Whereas, In that study, businesses with fewer than 100 employees were especially likely to report that paid family leave had not negatively impacted productivity, profitability or performance, or morale; now, therefore, be it

Resolved, That the Council of the City of New York calls upon New York City to extend paid family

leave benefits to city employees covered by municipal unions.

MMB

LS # 1593, LS # 5050, LS # 5479 and LS # 5679

4/17/18; 3:38 p.m.