



Legislation Text

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**File #:** Res 0312-2018, **Version:** \*

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Res. No. 312

Resolution calling upon the New York State Legislature to pass, and the Governor to sign, legislation to amend the state Paid Family Leave Act to provide workers in New York State with a benefit equal to 100 percent of an employee's average weekly wage.

By Council Members Treyger, Ayala, Rosenthal, Koslowitz, Kallos and Constantinides

Whereas, on April 4, 2016, Governor Andrew M. Cuomo signed into law the Paid Family Leave Act; and

Whereas, Each year, many New York City workers need time away from work to address major health and family obligations, including a 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, While New York State's Paid Family Leave Act is a step in the right direction by providing a paid benefit to New York's workers, it does not go far enough; and

Whereas, The cost of living in New York City is significantly higher than the rest of the state; and

Whereas, Workers in New York City will still find it an undue financial hardship to take advantage of New York State's Paid Family Leave Act as currently enacted; and

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 at 100 percent of salary; and

Whereas, The Mayor'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; now, therefore, be it

Resolved, That the Council of the City of New York calls upon the New York State Legislature to pass, and the Governor to sign, legislation to amend the state Paid Family Leave Act to provide workers in New York State with a benefit equal to 100 percent of an employee's average weekly wage.

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4/12/18; 10:56 a.m.  
MMB