



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.