CITY ATTORNEY WOMEN'S ASSOCIATION

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February 8, 2021

VIA ELECTRONIC MAIL
Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395
200 N. Spring St.
Los Angeles, CA 90012

Re: Paid Parental Leave for City Employees, Council File No. 15-1033

Honorable Members,

We write to you on behalf of the City Attorney Women's Association (CAWA), to urge City Council to enact the long-awaited paid parental leave proposal for City employees transmitted to Council under Council File Number 15-1033, at the earliest possible opportunity. Council President Martinez and Councilmember Krekorian first asked the City to explore paid parental leave in 2015. More than five years later, City employees deserve a policy that delivers meaningful support to parents, and to working women in particular, in line with the benefits other major municipalities offer their employees.

Under current policies, employees of the City of Los Angeles are not entitled to any paid parental leave. Instead, they must cobble together and expend accrued sick, vacation, and other compensated leave time in order to receive a paycheck while out taking care of a new child. As a working group convened by the Mayor's Office to study this issue reported to Council, this arrangement disproportionately impacts female employees—who on average take more than twice the amount of parental leave as their male counterparts—and can negatively impact their pay and opportunities for career advancement.[1]

The paid family leave proposal now pending before Council would offer eligible, non-sworn employees up to six weeks (240 hours) of fully paid time for pregnancy disability and/or new child bonding leave. It was selected from a range of options considered by the Mayor's working group as the proposal most likely to reduce the inequity of current City policies,

[1] See p. 3 of Mayor Garcetti's October 2, 2019 report to Council regarding "Paid Parental Leave Policy Phase I: Civilian Employees (Council File No. 15-1033)," available here: https://clkrep.lacity.org/onlinedocs/2015/15-1033_rpt_MAYOR_10-02-2019.pdf ("Mayor's Oct. 2, 2019 report").

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and the easiest proposal to administer. Crucially, it carries "no added costs" beyond already budgeted employee salaries.[2]

Thirty-one separate bargaining units, including those representing CAWA's membership,[3] have already negotiated and signed Letters of Agreement (LOA) endorsing this proposal. A draft ordinance to cover non-represented employees has also been transmitted to Council. These LOAs and the draft ordinance contemplate implementation of paid family leave for non-sworn, eligible City employees as of January 1, 2021. Accordingly, we implore Council to expedite its consideration of these LOAs and draft ordinance and enact paid family leave as soon as possible, to deliver this "long overdue"[4] benefit to City employees.

CAWA thanks Council President Martinez and Councilmember Krekorian for their leadership in this area, and looks forward to working further with Council to ensure that City policies value and support the needs of working parents, and of working women in particular.

Sincerely,

Board of Directors
City Attorney Women's Association
By: Catrina M. Archuleta-Silva, Chair

[2] *Id.*, p. 6; see also p. 2 of the City Administrative Officer's November 20, 2020 correspondence to Council regarding "Paid Parental Time (PPT) Pilot Program for Non-DWP, Civilian Employees – Letters of Agreement," available here: https://clkrep.lacity.org/onlinedocs/2015/15-1033_rpt_CAO_12-01-2020.pdf; see also p. 2 of the City Administrative Officer's December 3, 2020 correspondence to Council regarding "Paid Parental Time (PPT) Pilot Program for Unrepresented Employees," available here: https://clkrep.lacity.org/onlinedocs/2015/15-1033_rpt_CAO_12-07-2020.pdf.

[3] CAWA's members include attorneys, legal professionals, and other staff of the City Attorney's Office, who are represented through a number of different bargaining units, by the City Attorney's Association, SEIU, AFSCME, and EAA.

[4] Mayor's Oct. 2, 2019 report, p. 1.