



**City of Seattle**  
Mayor Edward B. Murray

January 31, 2017

The Honorable Bruce Harrell  
Seattle City Council  
600 4<sup>th</sup> Ave, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President Harrell:

I am transmitting legislation to the City Council that takes an important step towards workforce equity in the City. The attached legislation authorizes eligible City employees to receive up to twelve weeks of paid leave upon the birth or placement of a child in their home for adoption, foster care, or legal guardianship. This builds on the current leave benefit of four weeks for birth or placement for adoption and foster care, enacted in 2015. This legislation also authorizes eligible City employees up to four weeks of paid leave to care for their parents, spouses or domestic partners and children, or the children or parents of their spouses or domestic partners with serious health conditions.

This legislation will help City employees meet the challenge of balancing the responsibilities of work and home. Paid parental leave and paid family care leave were key recommended action items in the City of Seattle's "Workforce Equity Strategic Plan" created by the Seattle Department of Human Resources under our joint direction. While this is just one step in that plan, it is one that signals the values we as a City hold. In addition to the Council, I'd like to extend my thanks to City Unions that helped shape this proposal in negotiations to ensure these expanded benefits served the needs and desires of our employees.

As defined in the strategic plan, "workforce equity is when the workforce is inclusive of people of color and other marginalized or under-represented groups at a rate representative of the greater Seattle area at all levels of City employment; where institutional and structural barriers impacting employee attraction, selection, participation and retention have been eliminated, enabling opportunity for employment success and career growth."

Thank you for your consideration of this legislation. I look forward to working with you to realize this vision of workforce equity.

Sincerely,

Edward B. Murray  
Mayor of Seattle

cc: Honorable Members of the Seattle City Council