



**Legislative Department
Seattle City Council
Memorandum**

Date: June 8, 2016
To: GESCNA Committee
From: Patricia Lee, Council Central Staff

Subject: City of Seattle Paid Parental Leave Benefit

Background

In 2015 the City Council had funded a consultant study to review benefits provided by other public and private employers and had set aside funding in the 2015 and 2016 budget for a potential Paid Parental Leave benefit (PPL). In 2015 the Council enacted Ordinance 124753 establishing a PPL for City employees, which went into effect on May 17, 2015.

City's PPL Experience

At the July 13 GESCNA committee meeting the Executive will present a report on the City's experience with the City's Paid Parental Leave Benefit (PPL) in its initial year.

What the City's PPL Provides

Ordinance 124753 reflects the City's policy decisions in 2015 on what the City's PPL should provide. In preparation for the July 13 discussion, below is a summary of the City's current PPL benefit:

- 4 weeks of PPL
- Paid 100% by the employer
- Employees maintain their health coverage while on PPL
- May be used to care for the birth, adoption or placement of a foster child within 12 months from the birth or placement.
- Available to any city employee who has worked for the City six months or is a temporary worker eligible for benefits
- Applies to all non-represented employees and represented employees represented by a union that agrees with the ordinance provisions.
- Applies to Seattle Public Library (SPL) employees subject to approval by the SPL Board of Trustees who establish and administer SPL's personnel system
- Employees need not exhaust their accrued sick, compensatory or vacation leave before using PPL
- Need not be taken concurrently with the 12 weeks of unpaid leave provided under the Family Medical Leave Act (FMLA). In other words, employees may either use the 4 weeks of PPL to pay for part of their 12 weeks of unpaid FMLA or take 4 weeks of PPL in addition to their 12 weeks of unpaid FMLA
- May be taken intermittently or with a reduced schedule with the approval of their employer
- PPL provides the same employment and benefit protections as the City's FMLA, namely their job is protected and they can either return to their existing job or if that is no longer vacant to a comparable position and they do not lose any employment benefit accrued prior to their leave

