



# Seattle City Council

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## Central Staff - Memorandum

**Date:** May 1, 2016  
**To:** GESCNA Committee  
**From:** Patricia Lee, Council Central Staff  
**Subject:** Paid Parental and Family Leave Programs

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On May 11 and May 25 the GESCNA Committee will continue their discussion of Paid Parental and Family Leave Programs and hear about programs in other jurisdictions.

Attached is a compilation of parental or family leave benefits provided by public and private employers. Where available the cite to the enacting legislation is provided. Some of these ordinances were enacted in 2015 and are not codified yet or readily available and secondary sources were relied on. Secondary sources were also relied on for information on private employers and other countries.

There are two main benefit programs outlined in the following Tables:

**Table 1.**

Employer paid programs where the employee often receives 100% of their wage while on leave. These benefits are seen as an addition to existing paid leave benefits such as sick leave. These programs have been enacted by cities, counties and private companies and are outlined in Table 1.

**Table 2.**

Temporary disability insurance programs which include paid family leave. These programs are paid for by the employee and provide a partial wage replacement. Three states currently use this model: California, Rhode Island, and New Jersey. In 2018 New York will provide a family leave benefit based on this model.

**San Francisco**

San Francisco is unique in two ways: 1) they are the first city to require private employers in San Francisco to provide a paid parental leave benefit and 2) the San Francisco benefit supplements a State of California parental leave benefit that is an insurance program paid for by employees.

FMLA refers to the Federal Family Medical Leave Program which provides 12 weeks of unpaid leave for the care of a new child, an employee's own serious health condition or a close family member's serious health condition.