

2016 Seattle City Council Green Sheet

Ready for Notebook

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41	1	A	1

Budget Action Title: Add \$10,000 to Legislative Department to begin study of a universal parental and family leave insurance program

Has CIP Amendment: No Has Budget Proviso: No

Councilmembers: Bagshaw; Godden; O'Brien; Sawant

Staff Analyst: Patricia Lee

Council Bill or Resolution:

Date		Total	SB	BH	JO	TR	NL	TB	JG	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2015 Increase (Decrease)	2016 Increase (Decrease)
General Subfund		
<i>General Subfund Revenues</i>	\$0	\$0
<i>General Subfund Expenditures</i>	\$0	\$10,000
<i>Net Balance Effect</i>	\$0	(\$10,000)
Total Budget Balance Effect	\$0	(\$10,000)

Budget Action description:

Exploration of Universal Parental and Family Leave Insurance Program – Legislative Department

Budget Action Title: Add \$10,000 to the Legislative Department to begin study of a universal parental and family leave insurance program.

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Budget Action Description

This green sheet would add \$10,000 to the Legislative Department to engage experts and practitioners in peer cities in a policy exploration of a universal paid family leave program for Seattle.

In 2015, the City of Seattle established a paid parental leave benefit of four weeks for City Employees.

Five states around the country offer universal paid parental or family leave insurances for qualified workers in their jurisdictions: California, New York, New Jersey, Rhode Island and Hawaii. These program are paid for through payroll taxes or deductions paid by employers, employees or a combination and provide a universal paid leave benefit to workers at the time of qualifying events like the birth or adoption of a child, or the illness of a family member. In 2007, the State of Washington established a paid family leave insurance program in law, but it has not been funded or implemented.

In October 2015, Washington, D.C. proposed a universal paid parental and family leave program that would provide 16 weeks of paid leave for all workers in their city to care for a new child or ill family member. The proposed program would be paid through a payroll tax and would provide a benefit of up to \$3,000 per week depending on a worker’s current wages and benefits. The program is currently under consideration by the D.C. City Council.

As part of the City’s work on gender pay equity and labor standards, the Council is interested in understanding the role of a universal paid family leave program and its implications for workers and families in Seattle. As a first step, the Council will convene practitioners and experts to share their experience with universal family leave insurance programs and their perspective on key elements of a city-administered program.

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Budget Action Transactions

Budget Action Title: Add \$10,000 to Legislative Department to begin study of a universal parental and family leave insurance program

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$10,000 to Leg Department to begin study of universal parental and family leave insurance program				LEG	Legislative Department	G1100	00100	2016		\$10,000