

From: [Diana Fabian-Gutierrez](#)
To: [BOS Legislation, \(BOS\)](#)
Cc: [Katherine Wutchiett](#)
Subject: Support Letter - SF Ordinance Parental Leave Ordinance
Date: Friday, July 9, 2021 9:26:34 AM
Attachments: [Support Letter for SF Board of Supervisors Parental Leave.pdf](#)

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Hello,

Please see our letter in support of Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions Ordinance.

Thank you,
Diana

Diana Fabian-Gutierrez
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(she, her, ella)
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Legal Aid at Work delivers on the promise of justice for low-income people. We provide free direct services to thousands of people each year through our clinics and helplines. We also offer extensive legal information for free online and in trainings, we litigate individual and class actions, and we advocate for new policies and laws. Details: www.legalaidatwork.org.

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Via Email

July 9, 2021

Youth, Young Adult, and Families Committee

City Hall

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

Re: Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions

Dear Members of the Youth, Young Adult, and Families Committee:

On behalf of the Legal Aid at Work's Work & Family Program, we write to express our support of the Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City and Boards and Commissions Ordinance. The city should permit new parents to provide care for the ones they love without having to sacrifice their ability to participate on the Board of Supervisors or other City boards or commissions.

Legal Aid at Work is a nationally recognized nonprofit public interest legal services organization, based in San Francisco, whose mission is to protect and expand the rights of low-income workers and their families. Many of our clients struggle to keep their jobs while they bond with a new child and the COVID-19 pandemic has intensified the need for fair work related policies for caregivers. Through our work, we understand how important it is for new parents to be able to care for their new children.

Maintaining unnecessary barriers that prevent new parents from caring for their children or from participating in local governance harms not only Supervisors', board members', and commissioners' families, but also the entire City's interests. Parents can offer meaningful contributions to City government, and access to leave to bond with a newborn is important for families and gender equity. Bonding leave reduces postpartum depression and improves infant health. A father who takes time to bond with a new child is more likely to be involved in the child's life for years to come, and a father's involvement is associated with improved health and developmental outcomes for children. Women are too often forced to choose between acting as a caregiver and their careers, something that has become even

clearer during this pandemic. Technology can and should be used to allow women to both work and meet caregiving obligations.

The proposed Ordinance addresses critical members of City governance's needs to make important contributions at meetings without risking their or their families' wellbeing. However, because some individuals experience complicated pregnancies that may limit their activities for 16 weeks or more, we suggest that up to 16 weeks of leave should be available for pregnancy and also additionally for child bonding, consistent with California's leave policies.

The last year has proved that inclusive employer policies, including telework, allow individuals to continue caring for their families while also providing other important contributions to society. A parental leave policy is necessary for the Board of Supervisors. Accordingly, for all the reasons stated above, we urge you to pass Board File #210586, Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions.

Please contact us if we can provide any additional information.

Sincerely,

A handwritten signature in cursive script that reads "Diana Fabian-Gutierrez".

Diana Fabian-Gutierrez
Legal Aid at Work