

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
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MEMORANDUM

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Stephen Sherrill, Chair
Government Audit and Oversight Committee

FROM: Monique Crayton, Assistant Clerk

DATE: July 17, 2026

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, July 21

The following file should be presented as COMMITTEE REPORT at the regular Board meeting on Tuesday, July 21, 2026. This ordinance was acted upon at the Regular Government Audit and Oversight Committee meeting on Thursday, July 16, 2026, at 10:00 a.m., by the votes indicated.

Item No. 57 File No. 260451

[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

RECOMMENDED AS AMENDED AS A COMMITTEE REPORT

Vote: Supervisor Stephen Sherrill - Aye
Supervisor Bilal Mahmood - Aye
Supervisor Jackie Fielder - Aye

Cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Alisa Somera, Legislative Deputy
Brad Russi, Deputy City Attorney

File No. 260451

Committee Item No. 3

Board Item No. 57

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: July 16, 2026

Board of Supervisors Meeting:

Date: July 21, 2026

Cmte Board

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☐	☐	Resolution
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☒	☒	Legislative Digest – Version 2
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☐	☐	Youth Commission Report
☐	☐	Introduction Form
☐	☐	Department/Agency Cover Letter and/or Report
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☐	☒	<u>ORE Analysis 071526</u>
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Prepared by: Monique Crayton

Date: July 17, 2026

Prepared by: Monique Crayton

Date: July 10, 2026

Prepared by:

Date:

[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
Additions to Codes are in *single-underline italics Times New Roman font*.
Deletions to Codes are in ~~*strikethrough italics Times New Roman font*~~.
Board amendment additions are in double-underlined Arial font.
Board amendment deletions are in ~~strikethrough Arial font~~.
Asterisks (* * * *) indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Article 14 of the Labor and Employment Code is hereby amended by revising Section 14.3, to read as follows:

SEC. 14.3. DEFINITIONS.

For purposes of this Article 14, the following definitions apply:

“Agency” means the Office of Labor Standards Enforcement or any successor department or office.

“California Paid Family Leave” means the State of California’s partial wage replacement insurance plan for paid family leave codified at California Unemployment Insurance Code, Division 1, Part 2, Chapter 7 (commencing with Section 3300), as that law may be amended from time to time with respect to eligibility for, duration of, or amount of paid

1 family leave compensation, or any other matter pertaining to paid family leave under that law.

2 “City” means the City and County of San Francisco.

3 “Covered Employee” means any person, including but not limited to part-time and
4 temporary employees, who is employed by a Covered Employer (1) who commenced
5 employment with the Covered Employer at least ~~180-90~~ days prior to the start of the leave
6 period, *provided, however, the person must have commenced employment with the Covered Employer*
7 *at least 180 days prior to the start of the leave period during the following time periods: (a) from the*
8 *effective date of the ordinance in Board File No. 260451 through December 31, 2026, where the*
9 *Covered Employer regularly employs 50~~100~~ or more employees, regardless of location; and (b) from*
10 ~~the effective date of the ordinance in Board File No. 260451 through June 30, 2027, where the~~
11 ~~Covered Employer regularly employs 35 or more employees, regardless of location; and (c)~~
12 *from the effective date of the ordinance in Board File No. 260451 through December 31, 2027, where*
13 *the Covered Employer regularly employs 20 or more to 99 employees, regardless of location; (2) who*
14 performs at least eight hours of work per week for the employer within the geographic
15 boundaries of the City, (3) at least 40% of whose total weekly hours worked for the employer
16 are within the geographic boundaries of the City, and (4) who is eligible to receive paid family
17 leave compensation from the State of California under the California Paid Family Leave law
18 for the purpose of bonding with a new child. Where a person’s weekly work hours fluctuate
19 from week to week, the Agency shall determine whether the person meets the eight-hour
20 and/or 40% threshold requirements in the preceding sentence by using an average of the
21 person’s weekly hours worked for the Covered Employer during the three monthly pay
22 periods, six bi-weekly or semi-monthly pay periods, or 12 weekly pay periods immediately
23 preceding the start of the person’s California Paid Family Leave period. If the person was on
24 leave during any of the aforementioned pay periods, such pay period(s) shall not be counted
25 towards the average referenced in the preceding sentence; rather, the Agency shall consider

1 additional earlier corresponding pay periods for that person in order to satisfy the above
2 designated number of pay periods, but in no case shall the Agency, in calculating the
3 average, consider pay periods earlier than 26 weeks prior to the California Paid Family Leave
4 period.

5 “Covered Employer” means any person, as defined in Section 18 of the California
6 Labor Code, including corporate officers or executives, who directly or indirectly or through an
7 agent or any other person, including through the services of a temporary services or staffing
8 agency or similar entity, employs or exercises control over the wages, hours, or working
9 conditions of an employee and who regularly employs 20 or more~~the following number of~~
10 employees, regardless of location. ~~:(1) commencing with January 1, 2017, 50 or more employees;~~
11 ~~(2) commencing with July 1, 2017, 35 or more employees; and (3) commencing with January 1, 2018,~~
12 ~~20 or more employees.~~ Covered Employer shall not include the City or any other governmental
13 entity.

14 * * * *

15
16 Section 2. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors
17 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,
18 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal
19 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment
20 additions, and Board amendment deletions in accordance with the “Note” that appears under
21 the official title of the ordinance.

1 Section 3. Undertaking for the General Welfare. In enacting and implementing this
2 ordinance, the City is assuming an undertaking only to promote the general welfare. It is not
3 assuming, nor is it imposing on its officers and employees, an obligation for breach of which it
4 is liable in money damages to any person who claims that such breach proximately caused
5 injury.

6
7 Section 4. Effective Date. This ordinance shall become effective on the 31st day after
8 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
9 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
10 of Supervisors overrides the Mayor's veto of the ordinance.

11
12 APPROVED AS TO FORM:
13 DAVID CHIU, City Attorney

14 By: /s/ _____
15 MAUREEN SLACK
16 Deputy City Attorney
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REVISED LEGISLATIVE DIGEST
(Amended in Committee – July 16, 2026)

[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

Existing Law

The City's Paid Parental Leave Ordinance ("PPLO") provides as one of its eligibility criteria for PPLO benefits that an employee work for an employer at least 180 days before they are eligible for parental leave benefits from that employer.

Amendments to Current Law

The proposed ordinance would amend the PPLO to provide that an employee will be eligible for parental leave benefits after working for the employer at least 90 days.

Background Information

The purpose of this Ordinance is to align the PPLO and San Francisco's Paid Sick Leave Ordinance ("PSLO") regarding the minimum length of time an employee must work to be eligible for benefits under the two ordinances. Currently, the PPLO provides that an employee must work for an employer at least 180 days to be eligible for PPLO benefits. The PSLO provides that an employee is entitled to use PSLO benefits on the 90th day of employment. This Ordinance intends to make these requirements more uniform.

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MEMORANDUM

TO: Carol Isen, Director, Department of Human Resources

FROM: Monique Crayton, Assistant Clerk, Government Audit and Oversight Committee

DATE: May 4, 2026

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following Ordinance request, introduced by Supervisor Sauter on April 28, 2026:

File No. 260451
[Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 or by email at: monique.crayton@sfgov.org.

CC:
Office of Chair Sherrill
Office of Supervisor Sauter
Aliya Chisti, Department of Human Resources

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MEMORANDUM

TO: Carol Isen, Director, Department of Human Resources

FROM: Monique Crayton, Assistant Clerk, Government Audit and Oversight Committee, Board of Supervisors

DATE: May 4, 2026

SUBJECT: LEGISLATION INTRODUCED – MEET AND CONFER DETERMINATION

The Board of Supervisors' Government Audit and Oversight Committee has received the following Legislation. This matter is being **referred** to you as it may require the Department of Human Resources to fulfill "**Meet and Confer**" requirements. Please review, assess the impact and provide proper noticing as required and report back to on the status of the "Meet and Confer" requirement.

File No. 260451

260451 [Labor and Employment Code - Eligibility for Paid Parental Leave]

Ordinance amending the Labor and Employment Code to revise the criteria for an employee in the City to qualify for parental leave benefits under the Paid Parental Leave Ordinance by reducing from 180 days to 90 days the minimum number of days that an employee must work before they are eligible to receive parental leave benefits from their employer.

If you have any questions or concerns, please call me at (415) 554-7750 or email: monique.crayton@sfgov.org. To submit documentation, please email or forward to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

RESPONSE FROM THE DEPARTMENT OF HUMAN RESOURCES - Date: 05/06/26

- ☐ Meet and Confer requirement has been fulfilled.
- ☒ Meet and Confer requirement not applicable.
- ☐ Additional information attached.

Gigi Whitley

Department of Human Resources

c:

Kate Howard, Department of Human Resources
Ardis Graham, Department of Human Resources



CITY AND COUNTY OF SAN FRANCISCO
DANIEL L. LURIE, MAYOR

OFFICE OF SMALL BUSINESS
DIRECTOR KATY TANG

June 26, 2026

Ms. Angela Calvillo, Clerk of the Board
City Hall Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

RE: BOS File 260451 – Eligibility for Paid Parental Leave– Support

Dear Ms. Calvillo,

On June 22, 2026, the Small Business Commission (the Commission) heard **BOS File 260451 – Eligibility for Paid Parental Leave**. Tita Bell, Chief of Staff to Supervisor Sauter, presented the legislation which would allow eligible San Francisco employees to utilize the San Francisco Paid Parental Leave program after 90 days of employment.

The Commission had a robust discussion about the impact that this proposal may have on small businesses, and the need to balance support for working parents with the needs of employers who invest time and commitment to training new employees. They encouraged the Supervisor to consider extending the implementation timeline for this legislation to allow smaller employers ample time to prepare. The Commission voted to support this legislation with a 4-0 vote. Please feel free to contact me should you have any questions.

Sincerely,

A handwritten signature in blue ink, reading "Katy Tang". The signature is written in a cursive, flowing style.

Katy Tang
Director, Office of Small Business



STEPHEN SHERRILL

DATE:	Thursday, July 9, 2026
TO:	Angela Calvillo Clerk of the Board of Supervisors
FROM:	Supervisor Stephen Sherrill, Chair, Government Audit and Oversight Committee
RE:	Government Audit and Oversight Committee COMMITTEE REPORT

Pursuant to Board Rule 4.20, as Chair of Government Audit and Oversight Committee, I have deemed the following matter is of an urgent nature and request that it be considered by the full Board on Tuesday, July 21, 2026, as a Committee Report:

1. File No. 260451 - Labor and Employment Code - Eligibility for Paid Parental Leave

This matter will be heard in the Government Audit and Oversight Committee at a Regular Meeting on Thursday, July 16, 2026, at 10:00 a.m.

Sincerely,

A handwritten signature in black ink, appearing to be "S. Sherrill", written in a cursive style.

INITIAL POLICY REVIEW: Eligibility for Paid Parental Leave (File #260451)

Purpose

Pursuant to Section 12A.19(d)(4) of the Admin Code, the Office of Racial Equity (ORE) is required to provide an objective analysis to the Board of Supervisors about the racial equity impacts of pending ordinances.

The Board of Supervisors is considering a proposed ordinance – Eligibility for Paid Parental Leave (File #260451) – to reduce the minimum number of days that an employee in San Francisco must work before they can receive parental leave benefits. The proposed ordinance would reduce eligibility criteria from 180 days to 90 days of employment.

ORE has conducted a preliminary assessment of this ordinance, drawing on subject matter experts and current leading research in public health. This memo summarizes key findings and provides recommendations to support equitable implementation.

Initial analysis

Existing success. Data shows that government-mandated paid parental leave successfully improves health outcomes for families while maintaining manageable employer costs and producing little to no negative impact on business operations.

- Paid parental leave is universally accepted to create better health outcomes for both birthing people and babies.¹
 - In a study conducted across 6 million births among women from three populous states in America, California’s Paid Family Leave policy (PFL) was associated with a decreased risk of post-neonatal infant mortality.²
 - PFL implementation increased the health outcomes across several areas among parents, including self-rated health, psychological distress, weight, and alcohol consumption.³
- Evidence suggests that paid family leave policies do not impose significant negative business impacts for most employers.
 - A survey of California employers found that nearly 90% reported either positive or no noticeable effects on profitability, productivity, performance, or employee morale following implementation of California’s Paid Family Leave (PFL) program.⁴
 - Small firms experienced a reduction in labor costs when workers use PFL. Firms employing 25 or fewer workers experienced a 14 percent decrease on average in per worker wage costs when employees use PFL.⁵
- Even though SF PPLO is paid directly by the employer, the cost is relatively low. The SF PPLO model is equivalent to an employer “top-up” that is very common in other countries, such as Canada.

- PFL provides up to 8 weeks of partial wage replacement through state insurance, covering 70-90% of an employee's wages, up to a cap of \$1,765 per week in 2026.⁶
- Under SF PPLO, covered employers must pay any gap between the PFL and the employee's regular wages, up to a cap of an additional \$757 per week in 2026. Over 8 weeks of paid leave, an employer would pay a maximum of \$6,056 to an employee on parental leave.

Lack of coverage. Despite the success of the SF PPLO, disparities in employer coverage, eligibility, and awareness continue to limit access for Black and Latine families, lower-income workers, and employees of small businesses.

- The proposed legislation to shorten the eligibility period for SF PPLO from 180 days to 90 days will definitively expand paid parental leave for San Franciscans. However, it would only partially address existing racial disparities.
- Because the SF PPLO only applies to private sector firms with at least 20 employees, this disproportionately excludes low-income workers and workers of color in San Francisco.⁷
 - Researchers estimate that 70% of white parents are protected by the SF PPLO, in contrast to 58% of Black parents and 54% of Latine parents.⁸ Conversely, San Francisco has documented disparities in maternal and infant health outcomes, particularly for Black, Pacific Islander and Native American families.
 - Expanding SF PPLO to all private firms regardless of employer size would increase coverage to an estimated 73% of Black parents and 71% of Latine parents in San Francisco (see Appendix).⁹ A shorter waiting period cannot close this gap on its own, since employees at small firms would remain categorically excluded from coverage.
 - Compliance with SF PPLO is also lowest among low-wage firms; similarly, workers in the lowest income quartile are underrepresented among PFL claimants.¹⁰ The current limitations of SF PPLO worsen inequality and unaffordability in the Bay Area by contributing to a parental leave gap between smaller or low-wage firms that are not yet in compliance and large companies with generous additional leave packages.
- The current ordinance also does not require City departments to provide public education about the SF PPLO. This especially affects lower-income workers and workers of color in San Francisco, who are least likely to receive information from their employers about their parental leave rights.¹¹
 - According to the Bay Area Parental Leave Study of Mothers, fewer than 2 percent of lower-income mothers had accurate information about the SF PPLO; Black and Latine mothers were also the least likely to be given information by their employers, compared to white mothers.¹² Overall, while 55% of white mothers reported receiving some pay from their employers during leave, 68% of Black and 60% of Hispanic mothers did not receive any pay from their employers.¹³

Insufficient protected leave. Six months of protected parental leave per parent – for a combined total of one year – is a common international benchmark among high-income countries.

- UNICEF advocates for a minimum of six months of paid leave for parents.¹⁴
 - Having six months supports exclusive breastfeeding in the first months of a child's life, promotes healthy development by allowing both parents to provide consistent care, and improves parental health and family well-being through stronger parent-child bonding and better work-life balance.
- Expanding protected parental leave helps close the gender gap in the workforce. Many countries establish a minimum amount of leave per parent, ensuring that fathers take an active role in early childcare and allowing children to develop a closer relationship with both parents.
 - For example, Iceland reformed its parental leave policy in 2000 to allow fathers and mothers the right to leave for six to nine months. Each parent receives an exclusive, non-transferrable 6-month quota at 80% of their salary, with only six weeks transferrable between them.¹⁵
- Many countries have also established policies that allow parents to choose between receiving a higher amount of pay over a shorter period of parental leave vs. a lower amount of pay over an extended period of parental leave (see Appendix). This provides families with the flexibility to extend parental leave according to their specific circumstances, such as intensive neonatal care or other health needs.

Recommendations

Amend the ordinance to:

- **Require covered employers to provide job protected parental leave for six months for each parent**, inclusive of any leave taken under the California Family Rights Act and California Paid Family Leave.
- **Expand covered employers to all private firms regardless of employment size**, consistent with the requirements of California Paid Family Leave.
- **Expand public education by City departments to inform covered employees** of their rights to paid parental leave and job protections

See model amendments attached at the end of this memo for example language.

Summary

This ordinance takes a meaningful step toward expanding access to paid parental leave by shortening the waiting period for eligibility. However, eligibility timing is one of several documented challenges that limits equitable access to the PPLO's benefits.

Without complementary amendments addressing employer size, the ordinance is unlikely to close existing racial and socioeconomic gaps in paid parental leave access and job protections in San Francisco.

¹ Karasek, Deborah, et al. "Evaluating the effect of San Francisco's paid parental leave ordinance on birth outcomes." *International Journal of Environmental Research and Public Health*, vol. 19, no. 19, 22 Sept. 2022, p. 11962, <https://doi.org/10.3390/ijerph191911962>.

² Montoya-Williams, Diana, et al. "The impact of paid family leave in the United States on birth outcomes and mortality in the first year of life." *Health Services Research*, vol. 55, no. S2, 5 Apr. 2020, pp. 807–814, <https://doi.org/10.1111/1475-6773.13288>.

³ Lee, Bethany C., et al. "The effect of California's paid Family leave policy on parent health: A quasi-experimental study." *Social Science & Medicine*, vol. 251, Apr. 2021, p. 112915, <https://doi.org/10.1016/j.socscimed.2020.112915>.

⁴ Applebaum, Eileen, and Ruth Milkman. "Paid Family Leave and California Business." *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*, Cornell University Press, Ithaca, New York, 2013, pp. 42–59.

⁵ Cowan, Greer, and Patrick Kallerman. "The California Experience: Lessons From 20 Years of California's Paid Family Leave Program ." *Bay Area Council Economic Institute*, 2021, https://www.bayareaeconomy.org/files/pdf/BACEI_PFL_Sept2021.pdf

⁶ "First 5 California - Improvements to Paid Family Leave and Disability Insurance." *First 5 California*, 2025, www.ccfc.ca.gov/family/PaidFamilyLeave.html.

⁷ Karasek, Deborah, et al. "Evaluating the effect of San Francisco's paid parental leave ordinance on birth outcomes." *International Journal of Environmental Research and Public Health*, vol. 19, no. 19, 22 Sept. 2022, p. 11962, <https://doi.org/10.3390/ijerph191911962>.

⁸ Goodman, Julia M., and William H. Dow. "Expanded Job Protection Improves Racial and Socioeconomic Equity of Parental Leave Access." Issue Brief No. 4, UC Berkeley, July 2020, <https://www.populationsciences.berkeley.edu/PPLO>.

⁹ Goodman, Julia M., and William H. Dow. "Expanded Job Protection Improves Racial and Socioeconomic Equity of Parental Leave Access." Issue Brief No. 4, UC Berkeley, July 2020, <https://www.populationsciences.berkeley.edu/PPLO>.

¹⁰ Goodman, Julia M., et al. "Employer-reported access to paid parental leave: A study of San Francisco's paid parental leave ordinance." *SSM - Population Health*, vol. 11, Aug. 2020, p. 100627, <https://doi.org/10.1016/j.ssmph.2020.100627>.

¹¹ Goodman, Julia M., Connor Williams, et al. "Racial/ethnic inequities in Paid Parental Leave Access." *Health Equity*, vol. 5, no. 1, 1 Oct. 2021, pp. 738–749, <https://doi.org/10.1089/heq.2021.0001>.

¹² Goodman, Julia M., et al. "Among low-income women in San Francisco, low awareness of paid parental leave benefits inhibits take-up." *Health Affairs*, vol. 39, no. 7, 1 July 2020, pp. 1157–1165, <https://doi.org/10.1377/hlthaff.2020.00157>.

¹³ Goodman, Julia M., Connor Williams, et al. "Racial/ethnic inequities in Paid Parental Leave Access." *Health Equity*, vol. 5, no. 1, 1 Oct. 2021, pp. 738–749, <https://doi.org/10.1089/heq.2021.0001>.

¹⁴ "Why Family-Friendly Policies Are Critical to Increasing Breastfeeding Rates Worldwide." *Unicef*, www.unicef.org/press-releases/why-family-friendly-policies-are-critical-increasing-breastfeeding-rates-worldwide. Accessed 15 July 2026.

¹⁵ Chzhen, Yekaterina, et al. "Are the World's Richest Countries Family Friendly?" *Unicef*, 2019, www.unicef.org/media/55696/file/Family-friendly%20policies%20research%202019.pdf.

Comparison of government-mandated parental leave policies by jurisdiction – U.S.

Jurisdiction		Protected time off	Income reimbursement	Minimum work time for eligibility
San Francisco	ORE recommendation	24 weeks each parent	No change	No change
	Proposed paid parental leave ordinance (draft PPLO)	No change	No change	90 days (to be phased in over the next 3 years)
	Existing paid parental leave ordinance (PPLO)	Not applicable	100% for 8 weeks , up to an additional \$757/week	180 days
California	Existing state legislation	12 weeks each parent	70-90% for 8 weeks , up to \$1,765/week	12 months, with at least 1250 hours (32 weeks)
Colorado	Parental (bonding) leave	12 weeks each parent or caregiver	Up to \$1448/week	
	Neonatal care (neonatal intensive care unit) leave	Additional 12 weeks for parent or caregiver	Up to \$1448/week	
New York	Paid family leave (including but not limited to parental bonding)	12 weeks each parent or caregiver per year	67% , up to \$1228/week	

Notes: This chart does **not** include additional protected or paid leave that is available exclusively for the birthing parent (e.g., maternity leave, childbirth leave, disability leave),

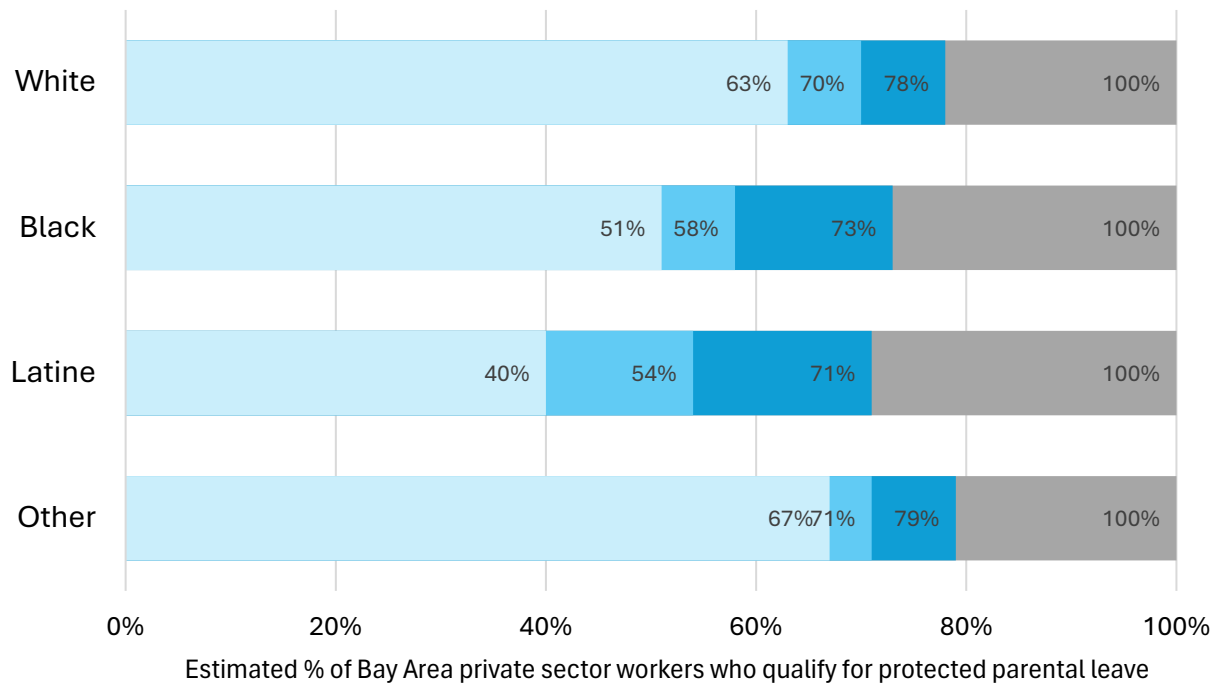
Comparison of government-mandated parental leave policies by jurisdiction – international

Jurisdiction		Protected time off	Income reimbursement	Minimum work time for eligibility
Canada	Standard version	40 weeks across both parents (35 weeks maximum for one parent)	55% , up to \$729 CAD/week	600 hours of insured work (15 weeks)
	Extended version	69 weeks across both parents (61 weeks maximum for one parent)	33% , up to \$437 CAD/week	600 hours of insured work (15 weeks)
Germany	Basic parental allowance	Three years each parent (12 months must be taken before the 3 rd birthday)	65% , up to €1800/month, for 14 months across both parents	No minimum requirement
	Parental allowance plus	Three years each parent (12 months must be taken before the 3 rd birthday)	Half the basic parental allowance, for up to 28 months across both parents	No minimum requirement
Norway	Standard version	49 weeks (includes minimum quota for each parent)	100% , up to 6G (819,294 NOK)	6 of the last 10 months
	Extended version	59 weeks (includes minimum quota for each parent)	80% of 6G (819,294 NOK)	6 of the last 10 months
United Kingdom	Shared parental version	50 weeks across both parents	90% for 37 weeks, up to £194/week	26 weeks
Iceland	Standard version	6 months each parent (transferable under certain circumstances)	80% , up to 700.000 ISK	25% employment in the last 6 months (43 hours/month)

Notes: With the exceptions of German, Norway and Iceland, this chart does **not** include additional protected or paid leave that is available exclusively for the birthing parent (e.g., maternity leave, childbirth leave, disability leave).

Parental leave protections for Bay Area private sector workers

Estimated coverage by race/ethnicity



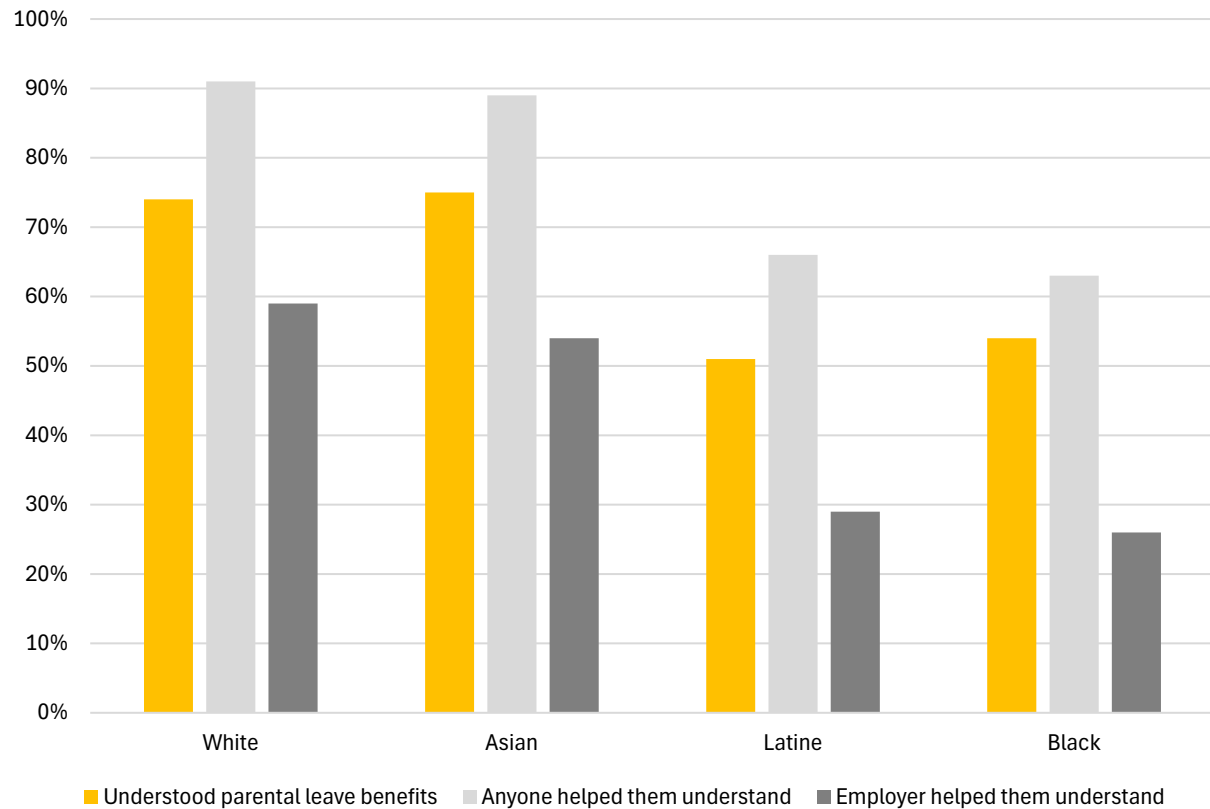
- Original California Family Rights Act (firms with 50+ employees; must be employed 1+ year and 24+ hours/week to qualify)
- 2018 New Parent Leave Act (firms with 20+ employees; must be employed 1+ year and 24+ hours/week to qualify)
- 2020 SB 1383 expansion (all firms; must be employed 1+ year and 24+ hours/week to qualify)
- Policy scenario: Adding newer and part-time workers (all firms and all workers qualify, regardless of employer size, job tenure, or hours per week)

This chart shows the proportion of Bay Area mothers who would have protected parental leave if coverage were extended to all workers, regardless of employer size, job tenure, or hour worked. The estimates were developed by researchers using data from the Bay Area Parental Leave Study of Mothers.

Source: Goodman, Julia M., and William H. Dow. "Expanded Job Protection Improves Racial and Socioeconomic Equity of Parental Leave Access." Issue Brief No. 4, UC Berkeley, July 2020, <https://www.populationsciences.berkeley.edu/PPLO>.

Knowledge about parental leave benefits among Bay Area mothers

Access to information by race/ethnicity



This chart shows access to information about parental leave benefits among Bay Area mothers, as estimated by researchers using data from the Bay Area Parental Leave Study of Mothers. The racial/ethnic composition of the sample is representative of mothers of young children in the Bay Area, with a distribution similar to the American Community Survey.

Source: Goodman, Julia M., Connor Williams, et al. "Racial/ethnic inequities in Paid Parental Leave Access." *Health Equity*, vol. 5, no. 1, 1 Oct. 2021, pp. 738–749, <https://doi.org/10.1089/heq.2021.0001>.

MODEL AMENDMENTS

Recommendation	Model language to amend the proposed legislation
Require covered employers to provide job protected parental leave for six months for each parent, inclusive of any leave taken under the California Family Rights Act and California Paid Family Leave.	<u>Job protected parental leave.</u> When a Covered Employee receives California Paid Family Leave for the purpose of New Child Bonding, a Covered Employer must provide a minimum of <u>six months of job-protected leave. This may be inclusive of any leave taken under the California Family Rights Act.</u>
Expand covered employers to all private firms regardless of employment size, consistent with the requirements of California Paid Family Leave.	<u>Definitions.</u> “Covered Employee” means any person, including but not limited to part-time and temporary employees, who is employed by a Covered Employer (1) who commenced employment with the Covered Employer at least 90 days prior to the start of the leave period, provided, however, the person must have commenced employment with the Covered Employer at least 180 days prior to the start of the leave period during the following time periods: (a) from the effective date of the ordinance in Board File No. 260451 through December 31, 2026, where the Covered Employer regularly employs 50 or more employees, regardless of location; (b) from the effective date of the ordinance in Board File No. 260451 through June 30, 2027, where the Covered Employer regularly employs 35 or more employees, regardless of location; (c) from the effective date of the ordinance in Board File No. 260451 through December 31, 2027, where the Covered Employer regularly employs 20 or more employees, regardless of location; (d) <u>from the effective date of the ordinance in Board File No. 260451 through June 30, 2028, where the Covered employer employs any amount of employees, regardless of location;</u>
Expand public education by City departments to inform covered employees of their rights to paid parental leave and job protections	<u>Outreach and Information Education.</u> Upon the effective date of the ordinance in Board File No. 260451, the Directors of the Department of Children Youth and their Families, Human Services Agency, Homelessness and Supportive Services, Agency for Human Rights, and Department of Public Health – MCAH Division, or their designee, shall commence outreach and education efforts to inform families, including but not limited to <u>low-income families and parents of color, of their rights and eligibility under San Francisco’s Paid Parental Leave Ordinance.</u>