

1 [Resolution Supporting the Development and Provision of Flexible Work-Life Practices and
2 Policies for Individuals Employed by the City of San Francisco.]

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4 **Resolution supporting work-life practices and policies for employees of the City of San**
5 **Francisco.**

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7 WHEREAS, Flexible work-life arrangements between employers and employees
8 significantly improve the quality of employees' work experience and personal life by allowing
9 employees to better balance work commitments with family, personal and other non-work
10 commitments; and

11 WHEREAS, Flexible work-life practices and policies such as job sharing,
12 telecommuting, flexible or compressed workweeks and other family-friendly policies have
13 been proven to increase employee productivity, improve workplace morale, and significantly
14 increase an employer's ability to recruit and retain the best candidates in the professional
15 marketplace; and

16 WHEREAS, In 1998 the City of San Francisco enacted Chapter 12K of the
17 Administrative Code to adopt and implement the principles of the United Nations Convention
18 on the Elimination of All Forms of Discrimination Against Women ("CEDAW"); and,

19 WHEREAS, Section 12k.3(a)(2) of the Administrative Code states that "the City shall
20 encourage and, where possible, fund the provisions of the necessary supporting services to
21 enable parents to combine family obligations with work responsibilities and participation in
22 public life, in particular through promoting the establishment and development of a network of
23 child care facilities, paid family leave, family-friendly policies and work-life balance"; now,
24 therefore, be it

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1 RESOLVED, That the San Francisco Board of Supervisors supports the development
2 and provision of flexible work-life practices and policies for individuals employed by the City of
3 San Francisco.

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