

REVISED LEGISLATIVE DIGEST

(6/2/2015, Substituted)

[Charter Amendment - Enhancement of Paid Parental Leave for City Employees]

Describing and setting forth a proposal to the voters to amend the Charter of the City and County of San Francisco to allow City employees who qualify to take leave for the birth or placement of the same child to each receive the maximum amount of paid parental leave for which they qualify, and to permit City employees to retain 40 hours of accrued sick leave at the end of paid parental leave, at an election to be held on November 3, 2015.

Existing Law

Charter sections A8.365 et seq. provide qualifying City employees with compensation to supplement state disability insurance payments, paid sick leave, compensatory time and other forms of paid leave to ensure that the employee receives the equivalent of the employee's salary for 12 weeks, if leave is taken to care for a child after birth or placement for adoption or foster care, or up to 16 weeks, if the employee is temporarily disabled by pregnancy.

If more than one City employee qualifies to receive supplemental compensation for the birth or placement of a particular child, the combined total maximum duration for which the City will provide them with supplemental compensation is 12 weeks.

Prior to receiving supplemental compensation, an employee must exhaust all other paid leave balances accrued with the City, for example, sick leave, vacation, floating holidays, etc. If the employee chooses not to exhaust these leaves, the total supplemental compensation for which the employee is eligible will be reduced by the amount of paid leave accrued by the employee as of the start of the leave.

Amendments to Current Law

The proposed Charter Amendment would:

1. allow City employees who qualify to take leave for the birth or placement of the same child to each receive the maximum amount of paid parental leave for which they qualify, regardless of the amount of paid parental leave received by another employee for the same event.
2. permit City employees to retain 40 hours of accrued sick leave at the end of paid parental leave.

Background Information

This “Second Draft” of the Charter Amendment is being introduced as a substitute for the original draft introduced on May 19, 2015. This draft of the amendment adds subsection (c), which clarifies that the amendment only applies to City employees who have not yet begun Parental Leave on its effective date, or who have begun Parental Leave but have not yet exhausted all of their accrued sick leave on the effective date of the amendment.

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