

1 [Job-Share Program for Legislative Aides.]

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3 **Motion approving a job-share program for the Board of Supervisors' legislative aides**
4 **and directing the Clerk of the Board to take the necessary steps to implement the job-**
5 **share program.**

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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"; and

24 WHEREAS, The Department on the Status of Women issued a survey report on Work-
25 Life Policies and Practices in September of 2001 indicating that twelve percent of City

1 Departments utilize job-share programs and all departments participating in such programs
2 indicated that it improves moral and commitment of participating employees; now, therefore,
3 be it

4 MOVED, That the Board of Supervisors supports a job-share program for legislative
5 aides, wherein two employees will share one full-time employee position at twenty hours a
6 week; and be it

7 FURTHER MOVED, That the job-share program will allow only one of the full-time
8 employee positions to be split; and be it

9 FURTHER MOVED, That the Board of Supervisors directs the Clerk of the Board to
10 take the necessary steps to implement the job-share program, including budgetary and office
11 equipment needs.

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