

LEGISLATIVE DIGEST

[Police Code - Existing Exemption to Paid Parental Leave Ordinance]

Ordinance amending the Police Code to make an existing exemption to the Paid Parental Leave Ordinance for employers with fully paid family leave policies consistent with recent changes to state law.

Existing Law

The Paid Parental Leave Ordinance (“PPLO”) requires certain employers in the City to provide supplemental compensation to employees who receive California Paid Family Leave benefits from the State to bond with a new child. The PPLO requires that employers provide supplemental compensation during the parental leave period such that the California Paid Family Leave wage replacement benefits plus the PPLO supplemental compensation equals the employee’s normal gross weekly wage, subject to a cap. Under the PPLO, employers that provide fully paid parental leave for at least six-weeks, whether alone or in combination with California Paid Family Leave benefits, are exempt from the PPLO requirement to provide supplemental compensation.

The California Paid Family Leave law was recently amended to extend the benefit period from six weeks to eight weeks.

Amendments to Current Law

The proposed ordinance closes a potential loophole in the PPLO exemption created by the extension of California Paid Family Leave benefits to eight weeks. The proposed ordinance modifies the exemption for employers that provide fully paid leave for six weeks so that such exemption is available only where the employer provides fully paid leave for at least the number of weeks the employee is entitled to receive California Paid Family Leave benefits.

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