

1 [Supporting California State Assembly Bill No.123 (Gonzalez) and Re-Affirming Support for  
2 City's Paid Family Leave Program]

3 **Resolution supporting the passage of California State Assembly Bill No. 123, authored**  
4 **by Assembly Member Lorena Gonzalez, and re-affirming San Francisco's support for**  
5 **equitable and fair Paid Family Leave.**

6  
7 WHEREAS, Paid Family Leave (PFL) offers benefits to workers who need to take time  
8 off to bond with a new child entering the family or to care for a seriously ill child, parent,  
9 parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner; and

10 WHEREAS, California is a historic leader establishing the first PFL program in the  
11 nation in 2004, which is funded by deductions from workers' paychecks and administered  
12 through the State's Employment Development Department; and

13 WHEREAS, Robust PFL programs have proven positive outcomes in preventing  
14 premature births and infant mortality, increasing the likelihood of breastfeeding, and reducing  
15 the likelihood of domestic violence; and

16 WHEREAS, PFL programs also offers important bonding time for newborn parents,  
17 which has proven to build on family resiliency; and improve a child's long-term health and  
18 development; and

19 WHEREAS, While California's PFL is groundbreaking, prior to 2018, California workers  
20 were only paid 55% of their income when they went on leave, which was a barrier for low-  
21 income workers who could not afford the significant loss in wages; and

22 WHEREAS, In 2018, the California State Legislature passed Assembly Bill No. 908 (AB  
23 908), which raised wage replacement during PFL to 70% for very low-income workers and  
24 60% for other workers, which resulted in an increase in the utilization of paid family leave  
25 benefits for individuals to bond with their child or care for family members; and

1           WHEREAS, AB 908 will be sunseting at the end of 2021 and will revert back to the  
2 previous formula that only offered 55% wage replacement for PFL to all workers, which would  
3 not only be inequitable, but detrimental to the progress made; and

4           WHEREAS, The COVID-19 pandemic demonstrated the critical importance for  
5 programs such as PFL to allow workers the ability to care for their children or family members  
6 without having to forgo their livelihoods; and

7           WHEREAS, President Joseph Biden is including a national paid family and medical  
8 leave program as part of the American Families Plan; and

9           WHEREAS, PFL programs also improve employee morale and reduce staff turnover  
10 while supporting economic growth; and

11           WHEREAS, Women of color and lower-income women are the most likely to be forced  
12 out of the workforce during the COVID-19 pandemic because they are more likely to be  
13 responsible for child care; and

14           WHEREAS, The economic recovery will need to look at expanding benefits like PFL to  
15 retain and attract women back into the workforce; now, therefore, be it

16           RESOLVED, That the Board of Supervisors affirms support for fair and equitable Paid  
17 Family Leave programs and will support the re-examination of our own local policies if the  
18 State rolls back wage replacement; and, be it

19           FURTHER RESOLVED, That the Board of Supervisors and the City and County of San  
20 Francisco supports California State Assembly Bill 123 by Assembly Member Lorena Gonzalez  
21 (AD-80), which would expand PFL benefits for workers to receive up to 90% of their wages;  
22 and, be it

23           FURTHER RESOLVED, That the Board of Supervisors directs the Clerk of the Board  
24 to transmit a copy of this Resolution to the State Legislative Delegation and the City Lobbyist  
25 upon its final passage.