

File No. 210586 Committee Item No. 2  
 Board Item No. 26

**COMMITTEE/BOARD OF SUPERVISORS**  
 AGENDA PACKET CONTENTS LIST

**Committee:** Youth, Young Adult, Families Committee      **Date** September 10 2021

**Board of Supervisors Meeting**      **Date** September 21 2021

**Cmte Board**

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form                            |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/>            | <input type="checkbox"/>            | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input checked="" type="checkbox"/> | <input type="checkbox"/>            | Public Correspondence                        |

**OTHER (Use back side if additional space is needed)**

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Commission on the Status of Women Support Letter 070721</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral FYI 061621</u>                                     |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referral YC 061621</u>                                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____  |

**Completed by:** Brent Jalipa      **Date** September 2, 2021  
**Completed by:** Brent Jalipa      **Date** September 16, 2021

1 [Administrative Code - ~~Parental Leave~~ Policies Authorizing Parental Leave and  
2 Teleconferencing During Leave by Members of the Board of Supervisors and City Boards and  
3 Commissions]

4 **Ordinance amending the Administrative Code to: authorize the Board of Supervisors to**  
5 **adopt a parental leave policy for its members, which policy shall, among other things,**  
6 **authorize members to participate in public meetings by teleconferencing to the extent**  
7 **permitted by State law when the member is not able to attend in person due to**  
8 **pregnancy, childbirth, or a related condition, and which may authorize members to**  
9 **participate in public meetings by teleconferencing to the extent permitted by State law**  
10 **when the member is absent to care for the member's child after birth of the child or**  
11 **after placement of the child with the member for adoption or foster care; and, adopt a**  
12 **parental leave policy for other City boards and commissions, including authorization to**  
13 **participate in public meetings by teleconferencing under the same conditions.**

14 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
15 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
16 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
17 **Board amendment additions** are in double-underlined Arial font.  
18 **Board amendment deletions** are in ~~Arial font~~.  
19 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
20 subsections or parts of tables.

21 Be it ordained by the People of the City and County of San Francisco:

22 Section 1. This ordinance would authorize members of the Board of Supervisors and  
23 other City boards and commissions to meet by teleconferencing under certain circumstances  
24 and to the extent permitted by State law. The Brown Act, California's public meetings law,  
25 places limits on the ability of public bodies to meet by teleconferencing: each teleconference  
location must be identified on the agenda; the agenda must be posted at each location; each  
location must be accessible to the general public and to disabled persons; members of the

1 public must have an opportunity to address the rest of the body directly from each  
2 teleconference location; and during the teleconference at least a quorum of the body must  
3 participate from within the geographic boundaries of the City. (Cal. Govt. Code  
4 §§ 54953(b)(3), 54961.) If the proposed ordinance is adopted, these requirements would  
5 continue to apply.

6  
7 Section 2. Article I of Chapter 2 of the Administrative Code is hereby amended by  
8 adding Section 2.3, to read as follows:

9 **SEC. 2.3. PARENTAL LEAVE POLICY; TELECONFERENCING.**

10 (a) Absent a declaration of emergency, the Charter requires members of the Board of  
11 Supervisors to be physically present at a meeting in order to be counted towards a quorum and able to  
12 conduct the Board’s business. The Charter generally does not allow members of the Board to  
13 participate in meetings by teleconferencing.

14 But the Charter includes a limited exception for teleconferencing authorized as part of a  
15 qualifying parental leave policy. Charter Section 2.104 provides, in relevant part, that members of the  
16 Board may legally participate in a meeting by teleconferencing or other electronic means as authorized  
17 by the Brown Act (Cal. Govt. Code § 54953(b)) “after the Board of Supervisors has adopted an  
18 ordinance . . . allowing such participation” as part of a parental leave policy.

19 Although Charter Section 2.105 provides that “[t]he Board of Supervisors shall meet and  
20 transact its business according to rules which it shall adopt,” and the Board generally adopts its rules  
21 of order by motion, Charter Section 2.104 specifies that the Board shall act in this instance by  
22 ordinance. By adopting this Administrative Code Section 2.3 and implementing its provisions, the  
23 Board of Supervisors intends to accept and exercise the authority given to it by the voters in Charter  
24 Section 2.104 to permit members of the Board of Supervisors to participate in meetings by  
25 teleconferencing pursuant to the terms of a parental leave policy as outlined in this ordinance.

1           (b) In keeping with Charter Section 2.104, the Board of Supervisors may adopt a parental leave  
2 policy by motion to accommodate its members where:

3           (1) A member is physically unable to fulfill the member's duties, including attending  
4 Board meetings in person, due to the member's pregnancy, childbirth, or related condition, as certified  
5 by a health care provider, or

6           (2) The member is absent to care for the member's child after birth of the child, or after  
7 placement of the child with the member or the member's immediate family for adoption or foster care.

8           (c) The parental leave policy may include the following provisions:

9           (1) ~~Members shall be allowed to take parental leave for 16 weeks or until the~~  
10 ~~member no longer meets the eligibility requirements of subsection (b), above, whichever~~  
11 ~~comes first. Members meeting the eligibility requirements of subsection (b)(1), above, shall be~~  
12 ~~allowed to take parental leave for 32 weeks, or until the member no longer meets the eligibility~~  
13 ~~requirements. Members meeting the eligibility requirements of subsection (b)(2), above, shall~~  
14 ~~be allowed to take parental leave for 16 weeks, or until the member no longer meets the~~  
15 ~~eligibility requirements.~~

16           (2) Members shall be excused from attending and participating in meetings of the  
17 Board or its committees, whether in-person or by teleconferencing, while on parental leave.

18           (3) Members may attend and participate in meetings of the Board or its committees by  
19 teleconferencing while on parental leave, as further provided in subsection (d), below.

20           (4) The Board may include other provisions in its parental leave policy not in conflict  
21 with this Section 2.3.

22           (d) The Board of Supervisors' parental leave policy may authorize a member to attend and  
23 participate by teleconferencing while that member is on parental leave pursuant to the Board's  
24 parental leave policy. "Teleconference" shall mean a meeting of the Board or its committees, the  
25

1 members of which are in different locations, connected by electronic means, through either audio or  
2 video, or both.

3 (1) Participation by teleconferencing pursuant to such policy shall satisfy all otherwise  
4 applicable requirements of City law regarding quorum numbers and the number of votes required to  
5 take particular actions.

6 (2) Members participating by teleconferencing pursuant to such policy shall comply  
7 with all otherwise applicable State and City laws regarding public meetings and public records.

8 (e) The Board of Supervisors may include its parental leave policy in the Board's Rules of  
9 Order, and may provide a copy to all Board staff and newly-elected or newly-appointed Board  
10 members.

11 (f) A member on an approved parental leave shall maintain Health Service System benefits as  
12 provided in Administrative Code Section 16.700.

13  
14 Section 3. The Administrative Code is hereby amended by adding Chapter 67B,  
15 consisting of Section 67B.1, to read as follows:

16 **CHAPTER 67B: PARENTAL LEAVE AND TELECONFERENCING**

17 **FOR CITY BOARDS AND COMMISSIONS**

18 **SEC. 67B.1. PARENTAL LEAVE POLICIES; TELECONFERENCING.**

19 (a) For purposes of this Section 67B.1, "Commission" shall mean any appointive board,  
20 commission, or other multi-member unit of government of the City and County. For purposes of this  
21 Section 67B.1 only, "Commission" shall also mean a purely advisory City policy body.

22 (b) The following parental leave policy shall apply to all Commissions:

23 (1) ~~Members shall be allowed to take parental leave for 16 weeks or until they~~  
24 ~~no longer meet the eligibility requirements of subsection (c), below, whichever comes first.~~  
25 ~~Members meeting the eligibility requirements of subsection (c)(1), below, shall be allowed to~~

1 take parental leave for 32 weeks, or until the member no longer meets the eligibility  
2 requirements. Members meeting the eligibility requirements of subsection (c)(2), below, shall  
3 be allowed to take parental leave for 16 weeks, or until the member no longer meets the  
4 eligibility requirements.

5 (2) Members shall be excused from attending and participating in meetings of the  
6 Commission or its committees, whether in person or by teleconferencing, while on parental leave.

7 (3) Members may attend and participate in public meetings of the Commission or its  
8 committees by teleconferencing while on parental leave, as further provided in subsection (e), below.

9 (c) A member of the Commission shall be eligible for parental leave when:

10 (1) The member is physically unable to fulfill the member's duties, including attending  
11 Commission meetings in person, due to the member's pregnancy, childbirth, or related condition, as  
12 certified by a health care provider, or

13 (2) The member is absent to care for the member's child after birth of the child, or after  
14 placement of the child with the member or the member's immediate family for adoption or foster care.

15 (d) If the Charter or any ordinance supersedes any part of the leave policy set out in  
16 subsection (b), above, it shall be City policy to support and promote the substance of that leave policy  
17 to the fullest extent allowed by law.

18 (e) A member may attend and participate in meetings of the Commission or its committees by  
19 teleconferencing while that member is on parental leave granted pursuant to this Section 67B.1.  
20 "Teleconference" shall mean a meeting of the Commission or its committees, the members of which are  
21 in different locations, connected by electronic means, through either audio or video, or both.

22 (1) Participation by teleconferencing pursuant to such policy shall satisfy all otherwise  
23 applicable requirements of City law regarding quorum numbers and the number of votes required to  
24 take particular actions.

1                   (2) Members participating by teleconferencing pursuant to such policy shall comply  
2 with all otherwise applicable State and City laws regarding public meetings and public records.

3                   (f) A member participating in the Health Service System and on parental leave shall maintain  
4 Health Service System benefits as provided in Administrative Code Section 16.700.

5                   (g) It shall be City policy that a member shall not be removed from a Commission for having  
6 sought or taken parental leave, and seeking or taking parental leave shall not be considered good  
7 cause for removing a member. Absences occurring while a member is on parental leave shall not be  
8 considered for purposes of any ordinance providing that a member of a Commission shall be deemed to  
9 have constructively resigned after missing a specified number of meetings.

10                   (h) Each Commission shall amend its rules of order or other similar document to include the  
11 parental leave policy, and shall provide a copy to all Commission staff and newly-appointed  
12 Commission members.

13  
14                   Section 4. Effective Date. This ordinance shall become effective 30 days after  
15 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
16 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
17 of Supervisors overrides the Mayor's veto of the ordinance.

18  
19 APPROVED AS TO FORM:  
20 DENNIS J. HERRERA, City Attorney

21  
22 By:           /s/ Thomas J. Owen  
                  THOMAS J. OWEN  
                  Deputy City Attorney

23  
24  
25 n:\legana\as2021\2100313\01541391.docx

**REVISED LEGISLATIVE DIGEST**  
(Amended in Committee, 7/9/2021)

[Administrative Code - Policies Authorizing Parental Leave and Teleconferencing During Leave by Members of the Board of Supervisors and City Boards and Commissions]

**Ordinance amending the Administrative Code to: authorize the Board of Supervisors to adopt a parental leave policy for its members, which policy shall, among other things, authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is not able to attend in person due to pregnancy, childbirth, or a related condition, and which may authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is absent to care for the member's child after birth of the child or after placement of the child with the member for adoption or foster care; and, adopt a parental leave policy for other City boards and commissions, including authorization to participate in public meetings by teleconferencing under the same conditions.**

Existing Law

**Parental Leave.** Current City law does not address parental leave policies for members of the Board of Supervisors and other City boards and commissions.

**Teleconferencing.** The Charter requires members of the Board of Supervisors and other City boards and commissions to be physically present at a meeting in order to be counted towards a quorum and able to conduct business. The Charter generally does not allow participation in public meetings by teleconferencing.

But the Charter includes a limited exception for teleconferencing authorized as part of a qualifying parental leave policy. Charter Section 2.104 provides, in relevant part, that members of the Board may legally participate in a meeting by teleconferencing or other electronic means as authorized by the Brown Act (Cal. Govt. Code § 54953(b)) "after the Board of Supervisors has adopted an ordinance . . . allowing such participation" as part of a parental leave policy. Charter Section 4.104 provides similar authorization for members of other City boards and commissions.

Amendments to Current Law

The proposal is an ordinance that would amend the Administrative Code to address parental leave policies for members of the Board of Supervisors and other City boards and commissions, and allow those members to participate in public meetings by teleconferencing while on parental leave.

**The Board of Supervisors.** The ordinance would authorize the Board of Supervisors to adopt a parental leave policy for its members. Board members would be eligible to take parental leave when a member:



- Was physically unable to fulfill the member's duties, including attending Board meetings in person, due to the member's pregnancy, childbirth, or related condition, as certified by a health care provider, or
- Was absent to care for the member's child after birth of the child, or after placement of the child with the member or the member's immediate family for adoption or foster care.

Members eligible for parental leave due to medical conditions related to pregnancy or childbirth would be allowed to take parental leave for 32 weeks or until the member no longer met the eligibility requirement, whichever came first. Members eligible due to child care responsibilities following birth or placement for adoption would be allowed to take parental leave for 16 weeks or until the member no longer met the eligibility requirements, above, whichever came first.

Members on parental leave would be excused from attending and participating in meetings of the Board or its committees, whether in-person or by teleconferencing, while on parental leave. And members would be allowed to attend and participate in meetings of the Board or its committees by teleconferencing while on parental leave.

Members participating in meetings by teleconferencing would still have to comply with all otherwise applicable State and City laws regarding public meetings and public records. (Some of those requirements are listed in the "Background Information" section of this digest, below.)

**Other City Boards and Commissions.** The ordinance would establish a parental leave policy for City boards and commissions. Commission members would be eligible to take parental leave when a member:

- Was physically unable to fulfill the member's duties, including attending Commission meetings in person, due to the member's pregnancy, childbirth, or related condition, as certified by a health care provider, or
- Was absent to care for the member's child after birth of the child, or after placement of the child with the member or the member's immediate family for adoption or foster care.

Members eligible for parental leave due to medical conditions related to pregnancy or childbirth would be allowed to take parental leave for 32 weeks or until the member no longer met the eligibility requirement, whichever came first. Members eligible due to child care responsibilities following birth or placement for adoption would be allowed to take parental leave for 16 weeks or until the member no longer met the eligibility requirements, above, whichever came first.

Members on parental leave would be excused from attending and participating in meetings of the Commission or its committees, whether in-person or by teleconferencing, while on parental leave. And members would be allowed to attend and participate in meetings of the Commission or its committees by teleconferencing while on parental leave.

Members participating in meetings by teleconferencing would still have to comply with all otherwise applicable State and City laws regarding public meetings and public records.

The ordinance would make it City policy that a member should not be removed from a Commission for having sought or taken parental leave, and that seeking or taking parental leave should not be considered good cause for removing a member. Absences occurring while a member is on parental leave would not be considered for purposes of any ordinance providing that a member of a Commission shall be deemed to have constructively resigned after missing a specified number of meetings.

### Background Information

The Brown Act, California's public meetings law, places limits on the ability of public bodies to meet by teleconferencing: each teleconference location must be identified on the agenda; the agenda must be posted at each location; each location must be accessible to the general public and to disabled persons; members of the public must have an opportunity to address the rest of the body directly from each teleconference location; and during the teleconference at least a quorum of the body must participate from within the geographic boundaries of the City. (Cal. Govt. Code §§ 54953(b)(3), 54961.) If the proposed ordinance is adopted, these requirements would continue to apply.

\* \* \* \* \*

*The ordinance was amended in committee to increase the length of time that a member of the Board of Supervisors or another board or commission could take parental leave when the member was physically unable to fulfill the member's duties, due to the pregnancy, childbirth, or related condition, from 16 weeks, as originally proposed, to 32 weeks.*

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Carol Isen, Director, Department of Human Resources  
Ingrid Mezquita, Executive Director, Children and Families Commission  
Maria Su, Director, Department of Children, Youth, and Their Families  
Abbie Yant, Director, Health Service System  
Patrick Mulligan, Director, Office of Labor Standards Enforcement

FROM: Brent Jalipa, Assistant Clerk  
Youth, Young Adult, and Families Committee

DATE: June 15, 2021

SUBJECT: LEGISLATION INTRODUCED

---

The Board of Supervisors' Youth, Young Adult, and Families Committee has received the following proposed legislation, introduced by Supervisor Myrna Melgar on June 8, 2021:

**File No. 210586**

**Ordinance amending the Administrative Code to authorize the Board of Supervisors to adopt a parental leave policy for its members, which policy shall, among other things, authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is not able to attend in person due to pregnancy, childbirth, or a related condition, and which may authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is absent to care for the member's child after birth of the child or after placement of the child with the member for adoption or foster care; and adopt a parental leave policy for other City boards and commissions, including authorization to participate in public meetings by teleconferencing under the same conditions.**

If you have comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 or by email at: [brent.jalipa@sfgov.org](mailto:brent.jalipa@sfgov.org).

c: Mawuli Tugbenyoh, Department of Human Resources  
Greg Asay, Office of Labor Standards Enforcement

BOARD of SUPERVISORS



City Hall  
Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. 554-5184  
Fax No. 554-5163  
TDD/TTY No. 554-5227

## MEMORANDUM

TO: Kiely Hosmon, Director, Youth Commission

FROM: Brent Jalipa, Assistant Clerk  
Youth, Young Adult, and Families Committee

DATE: June 15, 2021

SUBJECT: LEGISLATIVE MATTER INTRODUCED

The Board of Supervisors' Youth, Young Adult, and Families Committee has received the following legislation, introduced by Supervisor Myrna Melgar on June 8, 2021. This item is being referred to the Youth Commission for comment and recommendation.

**File No. 210586**

**Ordinance amending the Administrative Code to authorize the Board of Supervisors to adopt a parental leave policy for its members, which policy shall, among other things, authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is not able to attend in person due to pregnancy, childbirth, or a related condition, and which may authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is absent to care for the member's child after birth of the child or after placement of the child with the member for adoption or foster care; and adopt a parental leave policy for other City boards and commissions, including authorization to participate in public meetings by teleconferencing under the same conditions.**

Please return this cover sheet with the Commission's response to Brent Jalipa at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

\*\*\*\*\*

**RESPONSE FROM YOUTH COMMISSION**    Date: \_\_\_\_\_

\_\_\_\_\_ **No Comment**

\_\_\_\_\_ **Recommendation Attached**

\_\_\_\_\_  
**Chairperson, Youth Commission**



City and County of San Francisco

# Commission on the Status of Women

*Mayor London N. Breed*

**BREANNA ZWART**  
President

Wednesday, July 7, 2021

**Dr. SHOKOOH MIRY**  
Vice President

Angela Calvillo  
Clerk of the Board  
San Francisco Board of Supervisors

**SOPHIA ANDARY**  
Commissioner

City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

**SHARON CHUNG**  
Commissioner

**Dr. ANNE MOSES**  
Commissioner

**DAISY PRADO**  
Commissioner

VIA EMAIL

**Dr. RAVEENA RIHAL**  
Commissioner

Re: File # 210586 – Administrative Code – Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions

**KIMBERLY ELLIS**  
Director

Dear Ms. Calvillo:

**LAUREN BATTUNG**  
Commission Secretary

On behalf of the Commission on the Status of Women, I would like to report that the Commission voted unanimously in support of Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions (File No. 210586) at its regular meeting on Wednesday, June 23, 2021. The Commission and Department on the Status of Women extend their appreciation to Supervisor Myrna Melgar for introducing this important legislation, which will address barriers to women's civic participation.

Sincerely,

A handwritten signature in black ink that reads "Kimberly Ellis".

Kimberly Ellis, Director

Cc: Supervisor Myrna Melgar  
Jen Low, Office of Supervisor Myrna Melgar  
Tyra Fennell, Office of Mayor London N. Breed  
Brent Jalipa, Youth, Young Adult, and Families Committee Clerk

**From:** [Diana Fabian-Gutierrez](#)  
**To:** [BOS Legislation, \(BOS\)](#)  
**Cc:** [Katherine Wutchiett](#)  
**Subject:** Support Letter - SF Ordinance Parental Leave Ordinance  
**Date:** Friday, July 9, 2021 9:26:34 AM  
**Attachments:** [Support Letter for SF Board of Supervisors Parental Leave.pdf](#)

---

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

Please see our letter in support of Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions Ordinance.

Thank you,  
Diana

Diana Fabian-Gutierrez  
Work and Family Legal Fellow  
(she, her, ella)  
Legal Aid at Work  
180 Montgomery Street, Suite 600  
San Francisco CA 94104  
415.864.8848 ext. 935 | 415.593.0111  
[dfabian@legalaidatwork.org](mailto:dfabian@legalaidatwork.org)

Our office is working remotely in accordance with public health guidelines related to COVID-19. Please send all communications via email or fax in order to minimize delays in response.

Legal Aid at Work delivers on the promise of justice for low-income people. We provide free direct services to thousands of people each year through our clinics and helplines. We also offer extensive legal information for free online and in trainings, we litigate individual and class actions, and we advocate for new policies and laws. Details: [www.legalaidatwork.org](http://www.legalaidatwork.org).

This message is intended for the named recipients only. It may contain confidential information protected by attorney-client or work-product privilege. If you have received this email in error, please notify the sender immediately by reply email; please do not disclose the contents of this message to anyone, and immediately delete the message and any attachments.

**Joan Messing Graff***President***Howard Chen***Chief Operating Officer***LEGAL STAFF****Swaaliha Abdul-Rahman***Legal Fellow***Laura Alvarenga Scalia***Legal Fellow***Alexis Alvarez***Senior Staff Attorney***Alexx Campbell***Staff Attorney***Nora Cassidy***Attorney***DeCarol Davis***Staff Attorney***Marisa C. Diaz***Senior Staff Attorney***Katie Dixon***Fair Chance Community Organizer***Diana Fabian-Gutierrez***Legal Fellow***Michael T. Gaitley***Director, Community Legal Services***Christopher Ho***Director, National Origin & Immigrants'**Rights***Jinny Kim***Director, Disability Rights***Elizabeth Kristen***Director, Gender Equity & LGBTQ+ Rights***Rachael Langston***Senior Staff Attorney***Jared Odessky***Skadden Fellow***Kim Ouillette***Attorney***Julia Parish***Senior Staff Attorney***Maria Tapia-Hernandez***Project Survive Fellow***Sharon Terman***Director, Work and Family***Kim Turner***Senior Staff Attorney***Stacy Villalobos***Staff Attorney***George Warner***Staff Attorney***Katherine Wutchiett***Staff Attorney***PARALEGAL/LEGAL ASSISTANTS****Aldo Esparza***Tishon Smith***Valerie Sprague***CLINIC STAFF***Linda Centeno***Work & Family Program Organizer***King Szeto***Language Access Coordinator***Brisa Velazquez Oatis***Community Legal Services Outreach**Coordinator***DEVELOPMENT****Kevin Clune***Director of Strategic Partnerships***Kevin Dolan***Development Associate***Steve Heimerle***Assistant Director of Development***Greg Medley***Development Associate***Madeleine Rowell***Grants & Impact Assessment Specialist***ADMINISTRATION****BreAnna Crawford***Operations Associate***Ian huang***Human Resources & Accounting Manager***Ana Flores***Receptionist***Galina Khunis***Senior Accounting Manager***Scott (00621600.DOCX 6)***Network Administrator*

Via Email

July 9, 2021

Youth, Young Adult, and Families Committee

City Hall

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

**Re: Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions**

Dear Members of the Youth, Young Adult, and Families Committee:

On behalf of the Legal Aid at Work's Work & Family Program, we write to express our support of the Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City and Boards and Commissions Ordinance. The city should permit new parents to provide care for the ones they love without having to sacrifice their ability to participate on the Board of Supervisors or other City boards or commissions.

Legal Aid at Work is a nationally recognized nonprofit public interest legal services organization, based in San Francisco, whose mission is to protect and expand the rights of low-income workers and their families. Many of our clients struggle to keep their jobs while they bond with a new child and the COVID-19 pandemic has intensified the need for fair work related policies for caregivers. Through our work, we understand how important it is for new parents to be able to care for their new children.

Maintaining unnecessary barriers that prevent new parents from caring for their children or from participating in local governance harms not only Supervisors', board members', and commissioners' families, but also the entire City's interests. Parents can offer meaningful contributions to City government, and access to leave to bond with a newborn is important for families and gender equity. Bonding leave reduces postpartum depression and improves infant health. A father who takes time to bond with a new child is more likely to be involved in the child's life for years to come, and a father's involvement is associated with improved health and developmental outcomes for children. Women are too often forced to choose between acting as a caregiver and their careers, something that has become even

clearer during this pandemic. Technology can and should be used to allow women to both work and meet caregiving obligations.

The proposed Ordinance addresses critical members of City governance's needs to make important contributions at meetings without risking their or their families' wellbeing. However, because some individuals experience complicated pregnancies that may limit their activities for 16 weeks or more, we suggest that up to 16 weeks of leave should be available for pregnancy and also additionally for child bonding, consistent with California's leave policies.

The last year has proved that inclusive employer policies, including telework, allow individuals to continue caring for their families while also providing other important contributions to society. A parental leave policy is necessary for the Board of Supervisors. Accordingly, for all the reasons stated above, we urge you to pass Board File #210586, Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions.

Please contact us if we can provide any additional information.

Sincerely,

A handwritten signature in cursive script that reads "Diana Fabian-Gutierrez".

Diana Fabian-Gutierrez  
Legal Aid at Work



# Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp  
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor [ ] inquiries"
- 5. City Attorney Request.
- 6. Call File No. [ ] from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No. [ ]
- 9. Reactivate File No. [ ]
- 10. Topic submitted for Mayoral Appearance before the BOS on [ ]

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

**Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.**

Sponsor(s):

Supervisors Melgar; Chan, Ronen, Stefani, Walton, Safai, Mar, and Preston

Subject:

Administrative Code - Parental Leave Policies Authorizing Teleconferencing by Members of the Board of Supervisors and City Boards and Commissions

The text is listed:

Ordinance amending the Administrative Code to: authorize the Board of Supervisors to adopt a parental leave policy for its members, which policy shall, among other things, authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is not able to attend in person due to pregnancy, childbirth, or a related condition, and which may authorize members to participate in public meetings by teleconferencing to the extent permitted by State law when the member is absent to care for the member's child after birth of the child or after placement of the child with the member for adoption or foster care; and, adopt a parental leave policy for other City boards and commissions, including authorization to participate in public meetings by teleconferencing under the same conditions.

Signature of Sponsoring Supervisor: /s/Myrna Melgar

For Clerk's Use Only