



Request for City Council Committee Action from the Human Resources Department

Date: April 22, 2015
To: Executive Committee
Referral to: Committee of the Whole
Subject: **Paid Parental Leave Policy**

Recommendation:

- 1) Approve a Paid Parental Leave policy that will provide up to three weeks (120 hours) of paid leave to eligible employees when a qualifying event (i.e. birth of a newborn child or adoption of a child) occurs.
- 2) Direct the Human Resources Department to develop and put into place the necessary procedures that will support the implementation of a Paid Parental Leave policy that will be effective on July 1, 2015.
- 3) Direct the Human Resources Department to place the policy and procedures in the Policy Library.

Previous Directives: Staff direction from December 3, 2014 Executive Committee Meeting

Prepared by: Charles J. Bernardy, HR Manager

Approved by: _____
Patience Ferguson, Chief HR Officer Spencer Cronk, City Coordinator

Presenters in Committee: Patience Ferguson and Charles J. Bernardy

Financial Impact

- The projected average cost of providing one regular full-time employee three weeks (120 hours) of paid leave is about \$5,500 (Wages & Fringe only). In 2014, the City of Minneapolis had about 90 maternity claims (**Source:** Medica). In 2013 and 2014 there were five requests for leave related to an adoption of a child.

Community Impact

- City Goals (City that Works)
- City Values (Equity)

Background:

According to information contained in a March 2014 report on Paid Parental Leave in the United States¹, the United States is the only high income country, and one of only eight countries in the world (Heymann and McNeil 2013) that does not mandate paid leave for mothers of newborn children. Recent research conducted by the City's Human Resources Department showed that adoption of Paid Parental Leave policies in the public sector is not yet widespread.

Policy Scope:

The City of Minneapolis has a history of providing competitive benefits that are flexible and responsive to the changing needs of employees. Providing these types of benefits enables the City to continue to attract and retain a qualified, engaged and diverse workforce. The City provides generous leave benefits and allows employees to carry over leave time from year to year. However, a paid parental leave option could serve as a safety net for employees who may not have other kinds of leave accumulated when it's needed.

The City of Minneapolis also recognizes the need to support employees as they balance their career and family life. Providing a paid parental leave benefit to eligible employees recognizes family and work-life balance as important and vital to the success of the City of Minneapolis.

Staff is recommending that a paid parental policy be developed to be used by City employees in conjunction with existing leaves available under federal and state laws and employer provided benefits, including the Family Medical Leave Act, Pregnancy and Parental Leave statute, sick leave, vacation leave, etc.

It is recommended that a Paid Parental Leave policy include:

1. Up to three weeks (120 hours) of paid parental leave be granted to eligible employees following the birth or adoption of a child.
2. An eligible employee is defined as a biological parent, an adoptive parent, or the spouse of a biological or adoptive parent. For the purposes of this policy "registered domestic partners" are considered spouses.
3. To be eligible for paid parental leave, an employee must:
 - a. Be eligible to accrue sick leave.
 - b. Have no disciplinary action in the previous two years for the misuse of sick leave.
4. The paid parental leave must be used in a solid block of time and run concurrently with any other leaves available under existing federal and state laws.
5. The paid parental leave must be requested and used within 12 weeks of the qualifying event or the opportunity to request and/or use the leave will be forfeited.

¹ Barbara Gault, Ph.D., Heidi Hartmann, Ph. D., Ariane Hegewisch, Jessica Milli, Ph.D., and Lindsey Rechlin. *Paid Parental Leave in the United States, What the data tell us about access, usage, and economic and health benefits*. Institute for Women's Policy Research, March 2014