



## Legislation Text

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**File #:** 42914, **Version:** 1

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### **Fiscal Note**

The proposed resolution does not have an immediate fiscal impact; however, the findings of the research may result in increased costs in the future.

### **Title**

Declaring the City of Madison's Intent to Apply for U.S. Department of Labor Research Grant to Investigate Paid Leave.

### **Body**

WHEREAS, the 1993 Federal Family and Medical Leave act provides employees job-protected and unpaid leave for qualified medical and family reasons, but does not require that such leave be paid; and,

WHEREAS, nearly 40 million workers, 39% of all employees, still lack access to a single paid sick day; and,

WHEREAS, every worker is likely to face caregiving responsibilities in their lifetime, to care for a newborn, tend to a an seriously ill or injured family member, or recover from their own serious illness; and,

WHEREAS, family leave is often utilized by new parents who use the time for bonding with an infant and nursing babies through the first critical months; and,

WHEREAS, studies have found that children whose mothers return to work within the first 3 months after giving birth are less likely to be breastfed, less likely to have all their immunizations up to date, and less likely to receive all of their regular medical checkups and more likely to exhibit behavior problems by age four; and,

WHEREAS, family leave is also resource for families adopting children and establishing a home together; and,

WHEREAS, a diagnosis of cancer or other major medical issue impacts both the patient and their family who are often called to provide logistical support; and,

WHEREAS, workers frequently access family leave to care for an injured, ailing or elderly parent or family member; and,

WHEREAS, states and cities are leading the way to implement paid leave in the United States; and,

WHEREAS, the state of California's statewide leave program provides for up to six weeks of partially paid parental leave. The California program allows workers to receive 55% of their pay for the six weeks financed by public disability insurance; and,

WHEREAS, in April of 2016, the City of San Francisco became the first city to approve six weeks of paid leave for new parents, ensuring that the 45% difference is paid by employers; and,

WHEREAS, in a flurry of legislation that harmed Wisconsin residents in 2011, Governor Walker and the Wisconsin legislature enacted Act 16, which prohibits communities from electing to provide a uniform structure for modern family leave; and,

WHEREAS, the City of Madison's commitment to social progress will not be so easily stifled; and,

WHEREAS, Madison continues to seek to be a national example to other cities regarding best practices for such an important issue of equity, personal wellness and family stability; and,

WHEREAS, the Department of Labor is providing six grants of up to \$250,000 to cities, towns and municipalities to carry out research and analysis regarding the costs and benefits of such programs, feasibility, financing structures as well as, eligibility and benefit modeling; and,

WHEREAS, the City of Madison has identified research partners within the University of Wisconsin-Madison to jointly apply for this grant and conduct the research,

NOW THEREFORE BE IT RESOLVED, that the Common Council instructs staff to establish a cooperative agreement with the University of Wisconsin to apply for the Department of Labor grant and to conduct research on paid leave in the City of Madison.

BE IT FINALLY RESOLVED, that time is of the essence, the closing date for receipt of applications for this opportunity is June 6, 2016.