

City of Detroit
CITY COUNCIL

LEGISLATIVE POLICY DIVISION

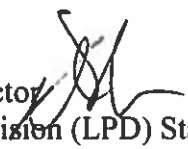
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TO: Roy McCalister, Chairperson
Internal Operations

FROM: David Whitaker, Director
Legislative Policy Division (LPD) Staff 

DATE: March 5, 2020

RE: **Resolution In Support Of Paid Maternity/Paternity Leave
For City Of Detroit Employees**

The Legislative Policy Division was requested to provide a resolution in support of the development of a paid parental leave policy for the birth or adoption of a new child. The resolution is attached for your consideration.

BY COUNCIL MEMBER SCOTT BENSON:

**RESOLUTION IN SUPPORT OF PAID MATERNITY/PATERNITY
LEAVE FOR CITY OF DETROIT EMPLOYEES**

WHEREAS, Too often, mothers are forced to return to work without adequate time to recuperate from giving birth or for bonding time with their new infant because of the lack of financial resources. According to the National Center for Health Statistics, 16% of new mothers took only one to four weeks off work after giving birth, and at least 33% took no formal time off at all, returning to work immediately; and

WHEREAS, This time off gives new parents time with their child which improves critical health metrics for positive health outcomes, such as birth weight and mortality. Making sure families have enough leave time to garner these positive outcomes are especially concerning for mothers who earn low wages and often don't have the financial ability to take an unpaid leave; and

WHEREAS, Although the focus has historically been directed toward mothers in this discussion, the importance of fathers bonding with their newest family and providing nurturing roles for both mother and baby during the weeks immediately after birth cannot be over emphasized; and

WHEREAS, On Dec. 20, 2019, the Federal government, through the National Defense Authorization Act ("the Act"), passed a new a monumental policy providing more than 2.1 million federal government employees paid parental leave for the first time. The Act provides up to 12 weeks of paid parental leave in connection with the birth, adoption, or foster care placement of a child for employees covered by Family and Medical Leave Act (FMLA) provisions applicable to Federal civilian employees; and

WHEREAS, Up until this point, the U.S. was the sole industrialized nation in the world that refused to adopt a policy of paid parental leave for its federal employees; and

WHEREAS, Although, U.S. currently has the Family Medical Leave Act (FMLA), which requires employers with 50 and more employees to give parents 12 weeks of leave to care for a new child, no compensation is guaranteed for time taken; and

WHEREAS, Even though the new Federal Act is a huge step in the right direction, it still leaves about 80% of U.S. workers with no access to paid family leave. According to U.S. Bureau of Labor Statistics, only 9% of wage earners in the bottom 25% have access to paid family leave; that compares to 30% of wage earners in the top 25%; and

WHEREAS, This means that millions of retail workers, public school teachers, bus drivers, construction workers, and restaurant employees do not get paychecks when they take time off to care for a new child; and

WHEREAS, As many other cities in the nation work to implement their own maternity leave policies, the City of Detroit should join the ranks and offer this benefit to our estimated 9,000 employees; and

WHEREAS, Paid leave for the birth or adoption of new baby will be beneficial in improving the health outcomes for children in Detroit, where infant mortality is comparable to developing countries. Additionally, this policy will make Detroit more competitive as a city and will help us attract regional talent. **NOW THEREFORE BE IT**

RESOLVED, That the Detroit City Council proposes and strongly urges the City of Detroit to implement a parental leave policy that will pay employees 100% of their salaries for six weeks during a maternity or paternity leave for Detroit employees bringing Detroit in line with thousands of forward-thinking, competitive cities and private sector companies across the country; **BE IT FINALLY**

RESOLVED, That a copy of this resolution be forwarded to the Mayor's Office and the Human Resources, Labor Relations.

February 6, 2020