

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF ENDORSING PAID) RESOLUTION NO. 19-5003
PARENTAL LEAVE FOR METRO EMPLOYEES)
) Introduced by Councilor Christine Lewis

WHEREAS, paid parental leave is consistent with the Metro Council’s commitment to becoming an Employer of Choice by fostering a family-friendly workplace; and

WHEREAS, the United States stands alone as the only industrialized country with no national paid family leave policy; and

WHEREAS, new parents face real economic and societal pressures to return to work before they are ready because U.S. employer policies and organizational norms have not kept pace with changing realities of our workforce; and

WHEREAS, employers in the public and private sector have implemented paid parental leave, including the City of Portland and Multnomah County; and

WHEREAS, paid parental leave will enhance Metro’s ability to attract and retain a qualified workforce; and

WHEREAS, equal, accessible, and adequate paid family leave policy has been shown to narrow the wage gap and increase women in leadership; and

WHEREAS, many low income households cannot afford unpaid leave, and most women return to work sooner than may be ideal for maternal postpartum health; and

WHEREAS, racial disparities in access to wealth and wealth building are compounded by a lack of access to paid family leave and disparities in access to economic supports make it more difficult for families of color to absorb the costs of unpaid leave; and

WHEREAS, health disparities, adverse child birth outcomes, and maternal mortality rates in the United States disproportionately affect women of color, particularly African American mothers, and support for working mothers and families is a component of systemic change beyond the medical model needed to close the gap; and

WHEREAS, paid parental leave will offer Metro families time to bond with their new child and adjust to their new family; and

WHEREAS, Metro celebrates families of all shapes and sizes, and leave will apply to birth parents, non-birth parents, adoptive parents, foster parents, and those who become parents via surrogacy; and


WHEREAS, paid parental leave provides for better health outcomes for parents and for children in that birth mothers may experience reduced stress during and after pregnancy, and the policy may reduce poor health outcomes for both mothers and babies; and

WHEREAS, fathers and non-birth parents will have the opportunity to bond with their children and form patterns in an active child-rearing role; now therefore

BE IT RESOLVED that:

1. The Metro Council endorses paid parental leave for Metro employees following the birth, adoption or foster care placement of a child to give parents time to bond with their new child, adjust to their new family situation, and balance personal and professional obligations;
2. The Metro Council fully supports the Chief Operations Officer's adoption of Human Resources paid parental leave policies and procedures applicable to all employees of Metro;
3. When employees are eligible for family leave under the full implementation of State of Oregon HB 2005 (2019), those provisions may supersede provisions of Metro's Paid Parental Leave policy. Metro Human Resources leadership will track the implementation of the new statewide policy.

ADOPTED by the Metro Council this 1st day of August 2019.



Lynn Peterson, Council President

Approved as to Form:



Carrie MacLaren, Metro Attorney

IN CONSIDERATION OF RESOLUTION NO. 19-5003, FOR THE PURPOSE OF
ENDORISING PAID PARENTAL LEAVE FOR METRO EMPLOYEES

Date: July 16, 2019
Department: Council Office
Meeting Date: August 1, 2019

Prepared by: Ramona Perrault 503-797-
1941 ramona.perrault@oregonmetro.gov

ISSUE STATEMENT

Metro's Chief Operating Officer (COO) will implement a new paid parental leave policy for Metro employees on August 1, 2019.

ACTION REQUESTED

The Metro Council adopts this resolution to endorse the COO's implementation of this important benefit.

STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION

The Metro Council has prioritized examining Metro's employee benefits and workplace culture to ensure the agency recruits and retains top talent, from front line staff to management. The Metro Council supports the agency goals of having a supportive workplace culture and providing professional development opportunities and compensation packages that make Metro competitive as a public employer. Paid parental leave is one step toward realizing progress on this effort and is supported by the unions that represent many Metro employees.

BACKGROUND

In the 2019 legislative session, the Oregon state legislature passed a paid parental leave requirement for all employers. Under Oregon HB 2005, benefits will be payable beginning in 2023. It is advantageous for Metro to join other local jurisdictions in providing this benefit now. When employees are eligible for family leave under the full implementation of HB 2005, those provisions may supersede provisions of Metro's Paid Parental Leave policy. Metro Human Resources leadership will track the implementation of the new statewide policy.

ATTACHMENTS

Resolution No. 19-5003