



BOARD / COMMISSION RECOMMENDATION

EARLY CHILDHOOD COUNCIL

Recommendation Number: 20130612-7.c.(1)

DESCRIPTION: Commend the City Council for approving the leave policy and a recommendation to allow employees to retain a level of leave days for use after the new paid parental leave is utilized.

RECOMMENDATION: If not already included in the resolution, we strongly suggest that employees with new children be allowed to keep a portion of their sick leave to use in the future – after the parental leave period.

RATIONALE: The Early Childhood Council commends the Austin City Council for approving the resolution to provide up to 30 days paid leave to employees welcoming new children into their lives, either through birth or adoption. The early years of a child's life are crucial to successful development and their parents' involvement plays a huge role. By providing employees additional leave to take time off to care for their children, the City of Austin is supporting positive outcomes for our next generation. Young babies often have illnesses that require parents to stay home from work, yet many have to make the difficult choice between caring for their children or compromising their employment and missing pay. According to the Center for Law and Social Policy (Jodie Levin-Epstein, "Getting Punched: The Job and Family Clock," The Center for Law and Social Policy, 2006), parents with paid leave are at least five times more likely to care for their sick children than those without paid leave. We hope that you consider this as you move forward with finalizing this policy. Thank you for all the work you do on behalf of Austin's families.

Date of Approval: June 12, 2013

Record of the Vote: Moved by Council Member Aletha Huston. Seconded by Council Member Larry Elsner. Approved by the Early Childhood Council on a 7 – 0 vote.

Attest:

Kyle Holder, Chair