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A resolution by Supervisors West and Lipscomb, Sr., authorizing and requesting that the Chief Human Resources Officer, Department of Human Resources, evaluate Milwaukee County’s parental and medical leave and provide a written report with findings and recommendations regarding paid parental and medical leave, by recommending adoption of the following:

A RESOLUTION

WHEREAS, the United States (U.S.) is the only industrialized country in the world that does not require paid parental leave according to two separate international studies, one conducted by the International Labor Organization (an agency of the United Nations) and the other by the Organization for Economic Cooperation and Development; and

WHEREAS, many people, organizations, businesses, and governments across the U.S. are recognizing the importance of paid parental leave; and

WHEREAS, *The New York Times* recently reported that the 20 largest employers in the U.S. all offer some type of paid parental leave, including Walmart, Starbucks, Amazon, and most recently, Lowe’s; and

WHEREAS, counties comparable to Milwaukee County (the County), such as Allegheny County, Pennsylvania, and Hennepin County, Minnesota, offer paid parental leave of six weeks and three weeks respectively; and

WHEREAS, County employees are not entitled to paid parental leave, but may use accumulated paid time off, e.g., sick time, vacation, personal, and/or overtime, to offset the cost of taking time off to care for a new child under the Federal Family and Medical Leave Act (FMLA) and/or Wisconsin Family and Medical Leave Act (WFMLA); and

WHEREAS, paid parental leave helps employers recruit talent, increase worker retention, and reduce turnover, saving employers significant costs associated with replacing employees, while also increasing employee engagement, boosting employee morale, and ensuring a diverse and inclusive workforce; and

WHEREAS, paid parental leave can increase female labor force participation, contributing to economic growth, and can also encourage men to take leave to serve as caregivers, leading to better outcomes for families and improved gender equity; and

WHEREAS, paid parental leave has also been shown to improve children’s physical and cognitive health, even reducing rates of infant and child mortality; and

46 WHEREAS, unpaid leave under FMLA and WFMLA, provides important job
47 protections, but many employees find they cannot afford to take unpaid leave; and
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49 WHEREAS, many counties and municipalities have implemented paid parental
50 leave programs to bridge gaps where there has been no action on the State or Federal
51 levels; and
52

53 WHEREAS, it is prudent for the County to periodically review family and medical
54 leave policies to ensure it is implementing the best practices, which will help recruit
55 talented employees, increase worker retention, and reduce turnover; and
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57 WHEREAS, the Committee on Finance and Audit, at its meeting of March 15,
58 2018, recommended adoption of File No. 18-243 (vote 4-0); now, therefore,
59

60 BE IT RESOLVED, the Milwaukee County Board of Supervisors (County Board)
61 authorizes and requests that the Chief Human Resources Officer, Department of
62 Human Resources (DHR), evaluate current parental and medical leave policies,
63 specifically related to sick time and usage, to ensure uniformity in the way the policy is
64 carried out across Milwaukee County and to ensure employees are provided with
65 flexibility in the use of their time; and
66

67 BE IT FURTHER RESOLVED, the County Board authorizes and requests the
68 Chief Human Resources Officer, DHR, to research and study paid parental leave in
69 comparable counties, such as Allegheny and Hennepin counties; and
70

71 BE IT FURTHER RESOLVED, the Chief Human Resources Officer, DHR, shall
72 present their findings in a comprehensive written report comparing current policies with
73 best practices for parental and medical leave, including information on comparable
74 counties, and recommendations on paid parental leave to the County Board by the May
75 2018 cycle.
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78 jmj
79 03/15/18
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