

CALIFORNIA
WOMEN'S
LAW CENTER

Board of Directors

Board President
Lois Thompson
Partner
Proskauer Rose LLP

Board Treasurer
Chris Hollinger
Partner
O'Melveny & Myers LLP

Board Secretary
Cathy Kim
Director, Corporate Development
Arzon Solar, Inc.

Members
Tony Blain
Principal
Blain & Associates

Samantha Caldwell
Vice President, Assistant General Counsel and Assistant Secretary
Health Net Inc.

Christa M. Demeke
Counsel
Roll Law Group P.C.

Mira El Sonbaty
Senior Counsel, Privacy
Fox Group Legal

Theane Evangelis
Partner
Gibson, Dunn & Crutcher LLP

Victor George
Principal
Law Offices of Victor George

Rasha Gerges Shields
Partner
Jones Day

Esra Hudson
Partner
Manatt, Phelps & Phillips LLP

Bethany Kristovich
Partner
Munger, Tolles & Olson LLP

Anna Menedjian
Litigation Consultant
Sizemore Law Firm

Edie Mermelstein, Esq.
FEM Law Group

Pamela Palmer
Partner
Pepper Hamilton LLP


Laura Petroff
Partner
Winston & Strawn LLP

Executive Director
Betsy Butler

January 19, 2016

Councilmember Paul Krekorian
5240 Lankershim Blvd.
North Hollywood, CA 91601

Re: Paid Parental Leave Motion (CF #15-1033 Krekorian and Martinez) – Support

Dear Councilmember  Krekorian:

The California Women's Law Center (CWLC) is writing in support of Paid Parental Leave Motion (CF#15-1033 Krekorian and Martinez). This motion asks city staff to report on the feasibility of offering Los Angeles City employees four weeks of paid parental leave for bonding purposes. Additionally, this motion requests a study on the costs and consequences of new parents exiting the city's workforce after having a child.


Currently, the City of Los Angeles does not offer any parental leave for its nearly 40,000 employees. Although private sector employees in California receive six weeks of parental leave with partial compensation, no such equivalent is offered to city employees in Los Angeles. The City of Los Angeles should forge ahead and join cities like San Francisco, Chicago and Washington D.C. who already grant government employees parental leave.

The United States as a whole lags behind other industrialized countries when it comes to parental leave. Accordingly to the International Labor Organization's publication *Maternity and Paternity at Work: Law and Practice Across the World*, the United States is the only developed economy that does not pay maternity benefits. The United States has a long way to go to reach the United Nation's recommendation of fourteen weeks of paid parental leave. However, the City of Los Angeles can serve as a positive example for the nation by offering its employees four weeks of paid parental leave.

CWLC is the first law center in California solely dedicated to addressing the comprehensive and unique legal needs of women and girls. Since its founding in 1989, CWLC has worked to eliminate the barriers that keep women and girls in poverty and advance the potential of women and girls through transformative litigation, policy advocacy and education.

The Paid Parental Leave Motion recognizes the importance of family bonding and would help family members balance the demands of work and family. For these reasons, CWLC is pleased to support Paid Parental Leave Motion (CF #15-1033).

Sincerely,


Betsy Butler
Executive Director