

**A RESOLUTION REQUESTING MAYOR PAUL YOUNG TO ISSUE AN EXECUTIVE
ORDER ESTABLISHING PAID PARENTAL LEAVE FOR ELIGIBLE CITY OF
MEMPHIS EMPLOYEES**

WHEREAS, the Memphis City Council finds that supporting employees during pregnancy, childbirth, adoption, foster placement, and other qualifying family events promotes employee well-being, workforce retention, and healthier families; and

WHEREAS, providing paid parental leave aligns with the goals and protections established under the Family and Medical Leave Act (“FMLA”) while expanding access to paid leave benefits for eligible City employees; and

WHEREAS, family-oriented employment policies improve morale, increase productivity, reduce turnover, and strengthen the City of Memphis workforce across all divisions; and

WHEREAS, the Memphis City Council recognizes the importance of supporting employees experiencing pregnancy-related medical events, including miscarriage, stillbirth, fertility treatment procedures, and recovery associated with childbirth and pregnancy; and

WHEREAS, the Memphis City Council desires to support the establishment of a paid parental leave policy that promotes bonding time, recovery time, family stability, and employee retention; and

WHEREAS, the Memphis City Council supports the establishment of a paid parental leave policy that would provide eligible full-time City employees with a guaranteed six (6) weeks, or two hundred forty (240) hours, of paid parental leave, with such leave funded through the City's Sick Leave Bank; and

WHEREAS, the Memphis City Council recommends that such a policy apply to qualifying events including childbirth, recovery following childbirth, bonding leave following the birth of a child, adoption, foster care placement, and qualifying pregnancy-related medical events; and

WHEREAS, the Memphis City Council further recommends that eligibility be extended to full-time employees who have worked at least one thousand two hundred fifty (1,250) hours and who satisfy applicable administrative requirements established by the Administration; and

WHEREAS, the Memphis City Council recognizes the importance of ensuring that employees utilizing approved sick leave for fertility treatments, in vitro fertilization (IVF), miscarriage recovery, stillbirth recovery, and other qualifying pregnancy-related medical events remain eligible for the paid parental leave benefits; and

WHEREAS, the Memphis City Council respectfully requests that Mayor Paul Young exercise his executive authority to establish a paid parental leave policy for eligible City employees.

NOW, THEREFORE, BE IT RESOLVED, that the Memphis City Council hereby requests that Mayor Paul Young issue an Executive Order, which will include the qualifying events and processes outlined above establishing a Paid Parental Leave Policy for eligible City of Memphis employees.

Co-sponsors:

Michalyn Easter-Thomas

Jerri Green

Jeff Warren

Yolanda Cooper-Sutton