

From: [Sarah Fleisch Fink](#)
To: [City Council](#)
Cc: [Christopher Roberts](#); [Jessica Mason](#)
Subject: National Partnership for Women & Families Letter on Draft Shoreline Paid Leave Policy
Date: Friday, February 24, 2017 8:45:38 AM
Attachments: [National Partnership Letter on Draft Shoreline Paid Leave Policy.pdf](#)

Shoreline City Council Members:

Attached please find a letter from the National Partnership for Women & Families regarding the paid parental and paid family leave policies you are considering for Shoreline. Please let us know if you have any questions, and we look forward to hearing about your next steps.

Sincerely,
Sarah Fleisch Fink

sarah fleisch fink

director of workplace policy and senior counsel

national partnership for women & families

sfleischfink@nationalpartnership.org ~ 202.986.2600

[find us online »](#)



February 24, 2017

City Council
City of Shoreline
17500 Midvale Ave. N.
Shoreline, WA 98133-4905

Dear City Council Members:

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy organization based in Washington, D.C. For more than four decades, we have fought for every major policy advance that has helped women and families. We promote fairness in the workplace, reproductive health and rights, access to quality, affordable health care, and policies that help women and men meet the dual demands of work and family, including access to paid family and medical leave.

In recent years, at least four dozen municipalities have established paid parental or paid family leave policies for their own employees because they recognize the benefits these policies have for employees and employers alike. Through our tracking and analysis, we have identified common features of these municipal paid leave policies, which are summarized [here](#).

Most municipal policies provide a fixed number of weeks of paid parental leave to all eligible employees. Employees who have earned and not yet used paid sick time or paid vacation time may be able to use these types of leave in addition to paid parental leave. The Shoreline policy as drafted instead requires employees to draw down paid sick time or paid vacation time before having access to paid parental leave. This may create unintentional inequities between employees with accrued unused vacation or sick time, who will have to use that time before receiving paid parental leave, and other workers.

Additionally, the draft Shoreline policy provides for 12 weeks of paid parental or family leave over a three-year period. The three-year period may be problematic for employees who face more than one family care event during that relatively lengthy period. Municipalities typically provide a set number of weeks – often six or eight – of parental or family leave over a one-year period.

Thank you for considering paid family leave for Shoreline employees. We hope the information herein and on our [comparison chart](#) is helpful as you consider this important policy.

Sincerely,

Sarah Fleisch Fink
Director of Workplace Policy and Senior Counsel