



# CITY OF BOSTON

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IN THE YEAR TWO THOUSAND AND SIXTEEN

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## Order of Council President Michelle Wu

### Paid Parental Leave Due to Childbirth or Adoption for City Council Employees

#### Be It Ordered:

That the Boston City Council adopt a paid parental leave policy for its employees to allow for six weeks of pay for time off due to childbirth, placement for adoption, or to attend to routine medical care for a new baby. Eligible City Council employees shall receive 100 percent of base wages based on their regular work hours for the full six weeks.

To qualify for this benefit, the employee must have been employed by the City for a period of at least 12 months or 52 weeks before the event of a natural birth by any method, adoption, surrogacy, or stillbirths. This policy applies to births and adoptions that have occurred on or after the effective date of this policy. This pay may be utilized by day or week during the first year during the first year and the amount of pay is the same regardless of the number of children born or adopted at the same time. If both parents are employed by the City Council, each is entitled to up to six weeks of pay, and they may use such time concurrently or consecutively in any combination they elect within the first year following the birth or placement for adoption.

City Council employees are asked to give a minimum 30-day advance notice of the request to use when the need is foreseeable and the employee is using the time off on a continuous basis, and not intermittently. Exceptions shall be allowed for emergencies. City Council employees applying for paid parental leave are asked to fill out Family & Medical Leave Act ("FMLA") forms. The provisions of this order shall be accepted upon adoption by the City Council.

Filed in Boston City Council: August 24, 2016