



## **Advisory Neighborhood Commission 1C**

PO Box 21009, NW, Washington, DC 20009

[www.anc1c.org](http://www.anc1c.org)

*Representing Adams Morgan*

**Commissioners:**

September 8, 2016

**Julie Seiwell** (1C01)

To: The Councilmembers of the District Council

**Hector Huevo** (1C02)

**Ted Guthrie** (1C03)

Re: Paid Leave

**Gabriela Mossi** (1C04)

Dear Councilmembers of the District Council,

**Alan Gambrell** (1C05)

**Billy Simpson** (1C06)

At a duly noticed public meeting held on September 7, 2016, with a quorum present, ANC1C voted 5-2 to adopt the attached resolution in support of the goal of paid leave for District workers and urging the Council to establish a universal paid leave program.

**Wilson Reynolds** (1C07)

**JonMarc Buffa** (1C08)

Sincerely,

Ted Guthrie  
Chair, ANC1C

## **RESOLUTION IN SUPPORT OF PAID LEAVE**

WHEREAS ANC 1C appreciates the importance of supporting the people who work in the District of Columbia and the businesses that operate in the District of Columbia;

WHEREAS only 13 percent of employees nationwide have access to paid family leave and only 40 percent have access to paid medical leave, and those who have access are disproportionately higher-income earners;

WHEREAS research shows that access to paid leave is associated with economic benefits such as improved labor force attachment, employee retention, employee morale, health and well-being, family income stability, and reduced dependence on public assistance programs;

WHEREAS ANC 1C strongly supports our local business community and believes that a paid leave program must not create an undue burden on District businesses;

WHEREAS evidence from existing state paid family and medical leave programs shows that paid leave programs can have a positive impact on businesses, including small businesses;

THEREFORE ANC 1C supports the goal of paid leave for District workers and urges the Council of the District of Columbia to establish a universal paid leave program that honors the following principles:

- Provides paid leave for a sufficient amount of time (generally considered to be 16 weeks if possible, or at least 12 weeks).
- Covers conditions and situations sufficiently broadly to include mental health, end of life care, outpatient care, family care, and gender-neutral parental leave.
- Defines “family” broadly to include, at minimum, close blood relatives, domestic partners, and spouses.
- Includes a progressive wage replacement structure that prioritizes a high level of wage replacement for the lowest income earners, so that such employees can afford to utilize the program.
- Ensures that program qualifications do not disadvantage our lowest income earners.
- Ensures that employees who utilize paid leave are protected against retaliatory loss of employment.
- Covers all private and nonprofit sector employees in the District of Columbia, including small business owners and employees.
- Avoids placing undue economic burdens on businesses, and especially small businesses.
- Avoids placing undue administrative burdens on businesses, and especially small businesses.

BE IT FURTHER RESOLVED that any Commissioner of ANC 1C is authorized to speak on behalf of ANC 1C regarding this matter.