



**RESOLUTION**

**IN SUPPORT OF UNIVERSAL PAID LEAVE ACT OF B21-415**

WHEREAS, ANC 5E understands 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 these employees are disproportionately higher income earners,<sup>1</sup>

WHEREAS, without pay, job protected yet unpaid family or medical (FMLA) leave is financially out of reach for 58% of DC's families, including 66% of Black families and 81% of Latino families in the District,<sup>1</sup>

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

WHEREAS, the DC Council's proposed paid leave insurance program would benefit qualifying District workers by providing access to paid leave during times of medical need for themselves or their families, or the addition of a child to a family through birth, adoption, or foster placement,

WHEREAS, ANC 5E values the creation of a high quality paid leave program that will make our District economy competitive and families better off through life's challenges through benefits of up to 16 weeks of leave for qualifying conditions and wage replacements that adequately compensate vulnerable low income workers, and

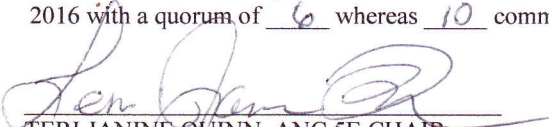

WHEREAS, ANC 5E values inclusive legislation that equally provides family caregiving leave for both the oldest and youngest members of our community through family definitions that include parents, grandparents, and children, including adult children, adopted children and children for whom someone stands in *loco parentis*, and

WHEREAS, ANC 5E also supports our local business community and believes that the cost of financing such a paid leave program **must not** create an undue burden on local District businesses.

WHEREAS, ANC 5E also supports our neighbors who reverse commute to work for companies based outside of the District of Columbia and believes that the cost of financing such a paid leave program must not create an undue burden on those neighbors and they should be allowed to opt out of the program, should the Universal Paid Leave Act seek to include coverage for these residents;"

Therefore, BE IT RESOLVED, BY THE ADVISORY NEIGHBORHOOD COMMISSION 5E OF THE DISTRICT OF COLUMBIA, that the Council considered and pass B21-415, the "Universal Paid Leave Act of 2015". This important law protects the people who work in the District of Columbia and creates stronger local businesses by balancing costs and benefits without placing undue burden.

This Resolution was duly considered and unanimously approved at a noticed public meeting on October 18, 2016 with a quorum of 6 whereas 10 commissioners were present.

  
TERI JANINE QUINN, ANC 5E CHAIR  
  
CELIA DIANNE BARNES,  
ANC 5E CORRESPONDENCE SECRETARY

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COW – Thursday,  
October 1, 2016  
Summit Apartments  
PUBLIC – Tuesday,  
October 18, 2016  
ANC5E Community  
Friendship-Armstrong  
Public Charter School