



Advisory Neighborhood Commission 2A

“Serving the Foggy Bottom and West End communities of Washington, D.C.”

July 29, 2016

Chairman Phil Mendelson
Chair, Committee of the Whole
Council of the District of Columbia
1350 Pennsylvania Avenue NW, Suite 504
Washington, DC 20004
pmendelson@dccouncil.us

RE: DC Council Bill B21-0415 - the “Universal Paid Leave Act of 2015”

Dear Chairman Mendelson,

At its regular meeting on July 20, 2016, Advisory Neighborhood Commission 2A (“**ANC 2A**” or “**Commission**”) considered the above-referenced matter. With seven of seven commissioners present, a quorum at a duly-noticed public meeting, the Commission voted unanimously to adopt the following resolution, which was introduced by Chair Kennedy and seconded by Commissioner Zhurbinskiy, by a vote of **(6-0-0*)**:

WHEREAS, ANC 2A 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 these employees 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, evidence from existing state paid family and medical leave programs shows that these programs can have a positive impact on businesses, including small businesses,

WHEREAS, the DC Family and Medical Leave Act only provides access to unpaid leave for qualifying employees who work for an employer with at least 20 employees and have met length of employment and hours of service requirements,

WHEREAS, ANC 2A values legislation that provides paid leave for non-traditional families and for members of the LGBTQ+ community,

WHEREAS, ANC 2A strongly supports the goal of Universal Paid Leave (UPL) for District workers,



Advisory Neighborhood Commission 2A

“Serving the Foggy Bottom and West End communities of Washington, D.C.”

WHEREAS, ANC 2A believes any such UPL program adopted by the Council of the District of Columbia should, to the greatest extent possible:

- Minimize administrative costs while making a progressive impact
- Provide punitive measures for fraud, waste, and abuse in the program
- Expedite the process of obtaining payment after the application process is completed
- Ensure that program qualifications do not disadvantage our lowest-income earners, and

WHEREAS, ANC 2A also strongly supports our local business community and believes that the cost of financing a UPL program must not create an undue burden on District businesses.

THEREFORE, BE IT RESOLVED that ANC 2A urges the DC Council to adopt a program of Universal Paid Leave that balances costs and benefits, adopting as many of the above principles as possible without placing an undue burden on local businesses or increasing the initial employer contribution rate.

BE IT FURTHER RESOLVED that ANC 2A urges the DC Council to work with large and small business owners, nonprofit leaders, Universal Paid Leave advocates, and city budget analysts to determine the appropriate details of such a Universal Paid Leave program, including, but not limited to:

- The length of paid leave that the program provides for
- The qualifications for employees who seek to participate in the program
- The life conditions and situations that would be covered by the program
- The definition of “family” members who would be covered by the program

BE IT FURTHER RESOLVED that ANC 2A urges the DC Council to pay particular attention to the economic impacts that the Universal Paid Leave program would have on the District’s small nonprofit organizations.

BE IT FURTHER RESOLVED that ANC 2A urges the DC Council to disseminate to the public an analysis of the economic impacts, including costs and benefits, that the Universal Leave Program program would have on the District’s businesses, nonprofits, and business climate as a whole.

Commissioners Eve Zhurbinskiy (2A08@anc.dc.gov) and Patrick Kennedy (2A01@anc.dc.gov) are the Commission’s representatives in this matter.



Advisory Neighborhood Commission 2A

“Serving the Foggy Bottom and West End communities of Washington, D.C.”

ON BEHALF OF THE COMMISSION.

Sincerely,

Patrick Kennedy
Chairperson

CC: Councilmember Brianne Nadeau, Ward 1
Councilmember Jack Evans, Ward 2
Councilmember Mary Cheh, Ward 3
Councilmember Brandon Todd, Ward 4
Councilmember Kenyan McDuffie, Ward 5
Councilmember Charles Allen, Ward 6
Councilmember Yvette Alexander, Ward 7
Councilmember LaRuby May, Ward 8
Councilmember Elissa Silverman, At-Large
Councilmember David Grosso, At-Large
Councilmember Anita Bonds, At-Large
Councilmember Vincent Orange, At-Large
Adam Graubart, Fellow, The Roosevelt Institute
Joanna Blotner, DC Paid Family and Medical Leave Program Campaign Manager
Hannah Weilbacher, Community Organizer, Jews United for Justice

*Commissioner Florence Harmon recused herself from voting on this matter.