

The Committee on Legislative Affairs & Elections met on Monday, January 24, 2022 at 6pm in the City Council Chambers.

The meeting was recorded by ECTV and can be viewed on the City of Everett website.

Members present were Councilor Michael Marchese, presiding, Councilors Alfred Lattanzi, Stephanie Smith and Anthony DiPierro.

The Committee considered an Ordinance offered by Councilor Stephanie Martins: An Ordinance establishing paid family medical leave for municipal employees in the City of Everett.

Mayor's Chief of Staff Erin Deveney, Human Resource Director Justin Shrader and Councilor Stephanie Martins, the Sponsor were also present.

City Solicitor Colleen Mejia provided the Committee with a copy of the Local Adoption of MGL 175M and noted that the only thing the City Council would be authorized to do is to adopt the measure and that once adopted the Administration would negotiate contributions with the appropriate Unions.

Councilor Martins provided the Committee with an overview of the proposed leave plan that would provide municipal workers with up to 12 weeks of job-protected paid family leave and up to 26 weeks of combined family and medical leave in a benefit year. She remarked that this was not intended to be a free for all and noted that she was looking for the Administration to provide the appropriate costs associated with the enactment of this leave. Councilor DiPierro inquired if any other local communities have adopted and questioned what the process would be. Mr. Shrader responded that he was not aware of any other communities that had opted in to the family medical leave and explained that the costs would be covered by employer and employee contributions. Mr. Shrader acknowledged that the new benefit was estimated to be \$800,000 annually and would be continuous expense overtime. Councilor DiPierro asked if the City needed to do a cookie cutter type Ordinance for passage or if the City could just accept MGL 175M and Mr. Shrader confirmed it would be acceptance of MGL. Councilor DiPierro inquired to notification timelines for that employees needed to provide when utilizing this benefit as well how the leave itself could be taken. Ms. Deveney explained that it could be a variation on how the leave was used but wanted the Committee to understand that the employees taking the leave would not be obtaining their full pay since the earning they receive would be based on their eligible dollar earnings. It was noted that employees would need to provide a 30 day notice of their intent to take the Family medical leave. Upon questioning from Councilor Smith, Ms Deveney explained that the Administration would be responsible for negotiating with each union. Ms. Deveney remarked that she believed that any unused funds appropriated for the Family Medical Leave would be returned back to the General Fund and that an appropriation would appear in the annual appropriation Budget. Councilor Martins informed the Committee that she planned on working with a local coalition in drafting the appropriate language for City Council approval. Ms. Deveney agreed to reach out to other communities to see if any had opted in to the Family Medical Leave Benefit and she agreed to provide more concrete costs to city if adopted.

The Committee voted: to grant further time.

Respectfully Submitted,

John W. Burley
Clerk of Committees

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