Seattle City Council: GESCNA Committee
Schedule of Work Plan - Paid Family Leave

March 2016	**Analysis of Workforce Equity and Green Sheet 155-1-A-1**

March 2016 — Mayor's office, SDHR, OCR, CBO, central staff, and CM González staff convene to review work plan, discuss outreach to City employees and framework for providing meaningful answers and solutions to questions posed in Council Green Sheet 155-1-A-1.

Consultant engages in outreach to City leadership, including CMs and department directors.

March 1 — **Special GESCNA Committee Meeting**
Presentation of SDHR Workforce Equity Action Plan and feedback from committee members and other attending CMs.

March 14 — Workforce Equity Working Group convenes to develop working definition of workforce equity and benchmark.

March 23 — **GESCNA Committee Meeting**
Unveil PFL Draft Work Plan

March 30 — CBO Launches Survey

April 2016	**Issue identification, outreach, discussion**

April 2016 — Mayor's office, SDHR, OCR, CBO, central staff, CM González staff and consultant's work continues.

April 13th — **GESCNA Committee Meeting**
Begin identification and reintroduction of issue:
Presentation by Patricia Lee, Central Staff

Work Force Equity Report Progress Update
Presentation by
Felecia Caldwell, SDHR
Darlene Flynn, SOCR
Bailey Hinckley, SDHR

April 15th — Workforce Equity Work Group (CBO) finishes survey and stakeholder engagement.

Seattle City Council: GESCNA Committee
Schedule of Work Plan - Paid Family Leave

April 27th

GESCNA Committee Meeting
Continue identification of issue:
Presentation by academic field expert (TBD)

Presentation by Seattle Women's Commission

SDHR Update on Workforce Equity Plan: Methodology Report
Presentation by Felecia Caldwell and Bailey Hinckley

May 2016   **Discussion re Financing/Budget Models**

May 11th

GESCNA Committee Meeting
Identification and discussion of different financing/budget models, part 1:
Presentation from other jurisdictions that have implemented PFL -
testimony from policy makers in Austin, Chicago, Washington D.C., New
York, etc. (TBD)

May 16th

Consultant begins assimilation of technical analysis with stakeholder
engagement.

May 25th

GESCNA Committee Meeting
Identification and discussion of different financing/budget models, part 2:
Presentation from other jurisdictions that have implemented PFL –
testimony from New Jersey and Rhode Island (insurance models), San
Francisco & State of California (both state and city benefit).

June 2016   **(Analysis of Financing/Budget Models)**

June 8th

GESCNA Committee Meeting
SDHR Update on Workforce Equity Plan:
Presentation by Felecia Caldwell and Bailey Hinckley

June 22nd

GESCNA Committee Meeting

July 2016   **Discussion of Workforce Equity Report**

July 1st

Due: SDHR Report on Workforce Equity, including Green Sheet 155-1-A-1
Due: City of Seattle Paid Family Leave Experience

Seattle City Council: GESCNA Committee
Schedule of Work Plan - Paid Family Leave

July 6th | **GESCNA Committee Meeting**
Workforce Equity Report findings and recommendations presented to committee:
Presentation by CBO, SDHR and OCR

July 27th | **GESCNA Committee Meeting**
City Paid Parental Leave Benefit
Presentation: CBO and SDHR

July 28th | Paid Family Leave Symposium
CMs LG and Bagshaw host a "Paid Family Leave Symposium" at the University of Washington to publicly discuss best practices related to paid family leave in the private sector. Members of business, labor and academic communities will have an opportunity to come together to have a dialogue on these issues.

August 2016   Legislation Drafting

August 10th | **GESCNA Committee Meeting**
First Draft Legislation
Presentation of Draft Legislation by Patricia Lee, Central Staff

August 18th | ***Tentative* Special GESCNA committee meeting**
Presentation of revised Draft Legislation by Patricia Lee, Central Staff

August 22-Sept 2 | Council in Recess (no committee hearings, council briefings or full council meetings)

September 2016   Council review of legislation

September 14th | **GESCNA Committee Meeting**
Discussion and Possible Vote

September 19th | Full Council Action