

**MOTION  
OF THE PORT OF SEATTLE COMMISSION  
ENDORISING A NEW PAID PARENTAL LEAVE  
PROGRAM**

**ADOPTED  
OCTOBER 13, 2015**

**TEXT OF THE MOTION**

The Port Commission supports offering a market competitive leave package for non-represented employees that includes four weeks of paid parental leave, and requests staff incorporate that new benefit into the 2016 Salary and Benefits Resolution.

The new benefit would become effective January 1, 2016, and should be consistent with the Port's Total Rewards Philosophy.

**STATEMENT IN SUPPORT OF THE MOTION**

The Commission is committed to offering a comprehensive benefits package to employees that helps them meet different needs at different points in their lives, enhances the Port's reputation as an employer of choice, and enables the Port to recruit and retain employees with the skills and abilities to help the Port achieve its mission.

In support of the different value employees place on their time off benefits, the Port Commission encourages Port staff to maintain a time off program that includes specialized paid leave benefits.

Paid parental leave is an employee benefit that is increasingly requested by workers across the country, and is increasingly offered by public and private employers both locally and nationally. Parents are interested in the benefit because studies show parental leave supports family bonding during the first important months of bringing a new child into a family. Employers are interested in offering the policy in part to be responsive to employee desires, and in part because paid parental leave can be an important employee recruitment and retention tool.

The City of Seattle implemented a new paid parental leave program this spring that permits new parents to take up to four weeks of paid time off during the first year following the birth, adoption, or placement of a foster child in the employee's home. King County is also expected to implement a paid parental leave program in the coming months.

In addition to these regional public employers, many private sector employers are adding paid parental leave to their benefits packages or enhancing the parental leave plans already in place. Recent examples include Microsoft's enhancement to their established paid parental leave program and Netflix's paid parental leave program. Offering a paid parental leave plan at the Port will strengthen the Port's ability to recruit and retain top talent, and strengthen the Port's regional leadership.