



The Office of Councilmember
Raul A. Campillo

Proudly serving San Diego's 7th District

FOR IMMEDIATE RELEASE

June 14, 2023

Contact: Crane Friedman | cfriedman@sandiego.gov | 619-629-7342

San Diego City Council Unanimously Approves Significant Increases to Parental Benefits as Proposed by Councilmember Campillo

Benefit Doubles Paid Parental Leave from Four Weeks to Eight Weeks

SAN DIEGO — The San Diego City Council voted unanimously yesterday to significantly increase the current parental benefits provided to City employees. In October 2022, Councilmember Raul A. Campillo proposed his Parental Benefits Package (PBP) for employees of the City of San Diego and called on Mayor Todd Gloria and his Council colleagues to support these important changes. Councilmember Campillo's Parental Benefits Package proposed increases in paid time off for parental leave, while lowering barriers to related disability benefits.

"Our City's current benefits for expecting parents have been woefully insufficient and complicated to navigate," said Councilmember Campillo. **"My parental benefits package started a long overdue conversation, and I appreciate my colleagues in joining me yesterday to take action and address an issue that punished our current workforce and dissuaded qualified applicants from coming to work for the City. Workers can rest assured that we value them and their families, and we are making it easier to raise their families while working for the City. By doubling our paid parental leave and by making it easier to access pregnancy disability benefits, parents who work for the City will have much more time to raise their newborns without the worry of being hurried back to work. I am committed to expanding these benefits next year as well."**

Michael Zucchet, general manager of the San Diego Municipal Employees Association, the union representing city employees, said: **"The City's parental leave policy was woefully behind the times and needed updating for years. While there has been a lot of general support at City Hall to make changes, Councilmember Campillo has rolled up his sleeves and took the lead to help make it happen. We are very grateful for his leadership on behalf of employees who are simply looking for the support that many other employees in California already receive today."**

Prior to Councilmember Campillo releasing his PBP, the City only offered 4 weeks of parental leave for parents. In addition, a person had to show they were disabled by the pregnancy for 30 days before receiving long-term disability pay. These updates to parental benefits include:

- Doubling the amount of parental leave provided to employees from 160 hours (4 weeks) to 320 hours (8 weeks).

- Eliminating the 30-day waiting period for disability benefits for pregnant employees, employees disabled by pregnancy, childbirth, or a related medical condition to ensure employees can access benefits immediately upon need.
- Changing the eligibility requirement to access these benefits from a one-year minimum employment requirement to 30 days of employment, ensuring the City is not discriminating against employees who become pregnant, are disabled by pregnancy, childbirth, or a related medical condition childbirth who have worked for the City for less than a year.

About Councilmember Raul A. Campillo

Councilmember Raul A. Campillo proudly represents the Seventh Council District of the City of San Diego and serves as the Chair of the Economic Development & Intergovernmental Relations Committee.

###