City Council – Action Request Form			
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Date:	August 1, 2017		
To:	The City Manager		
From:	Carmen Caruth, Human Resource	ces Director	
Council Action Requested:			
Consideration of a resolution approving a technical amendment to Article III, Section 44 (m) of the City of Winston-Salem Personnel Resolution Related to Paid Parental Leave			
Summary of Information:			
On June 17, 2017, the Winston-Salem City Council approved an amendment to the City of Winston-Salem Personnel Resolution establishing a paid parental leave employee policy. This benefit provides up to six (6) weeks of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption, foster care or legal guardianship.			
The paid parental leave policy was crafted in accordance with the provisions of the Family Medical Leave Act. The accompanying resolution amends this section of the Personnel Resolution in accordance with the City's interpretation of the Family Medical Leave Act to allow six (6) weeks of paid parental leave in a rolling 12-month period for each parent in situations where both parents and/or legal guardians are City employees.			
Committee Action:			
Committee Action:			
Committee	Finance 8/14/17	Action	Approval
For	Unanimous	Against	
Remarks:			