

MOTION

B.2

2. Equitable Parental Leave at the City of Vancouver

MOVER: Councillor Ball

SECONDER: Councillor Affleck

WHEREAS

1. The City of Vancouver has a long-standing commitment to gender equality and has ratified several motions and policies in the interest of treating all persons equally;
2. Regardless of gender, new parents can secure Employment Insurance through the Government of Canada for parental leave to care for their infant children;
3. The City of Vancouver's current employment policy offers supplemental salary and wages to biological birth mothers, but not to fathers or adoptive parents who are employed by the City of Vancouver, including members of the Vancouver Police Department and Vancouver Fire and Rescue Services;
4. Individuals who are not eligible for the current City of Vancouver supplemental benefit include biological fathers, and adoptive parents of any gender. A parent is eligible for supplemental wages or income for parental leave only if the female parent gives birth to the infant;
5. In a situation where a birth mother and father are both employed by the City of Vancouver, there are negative financial ramifications for the family if the father of an infant chooses to take parental leave instead of the birth mother;
6. In a situation where there are two same-sex parents adopting a child, neither are able to receive parental leave top up.

THEREFORE BE IT RESOLVED

- A. THAT Vancouver City Council affirms its commitment to providing equal supplemental benefits to all new parents employed by the City of Vancouver, regardless of gender, who are eligible for parental leave by Federal employment insurance standards.
- B. THAT staff report back within 30 days on the steps necessary to achieve this goal and to ensure that an updated policy is included in the 2018 City of Vancouver budget.
- C. THAT the City of Vancouver offer all employees the same parental benefits as those that the City of Vancouver currently offers to birth mothers and thereby allow families greater flexibility in the choice of who will provide primary care for their baby.

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