

STUDENT SENATE BILL 2019-1064

TITLE: Resolution Supporting a More Comprehensive Family Leave Plan

AUTHORS: Senator Sam Girschick, Matthew Diaz

SPONSORS: Alachua County Labor Coalition, UFF- UF Bargaining Team, Senator Logan Russell

WHEREAS, the term paid family leave refers to a leave granted to an employee to care for a family member - including a newborn, foster or adopted child, and a sick child - in addition to any sick leave, vacation, personal leave, or short-term disability leave that might be available [1]; and,

WHEREAS, the first years of life are recognized as a critical period for children [2]; and,

WHEREAS, studies show that parental employment during a child's first year negatively affected subsequent cognitive test scores and was associated with increases in behavioral problems [3]; and,

WHEREAS, studies show that sick children recover faster when cared for by their parents, evidenced by the fact that the presence of a parent shortens a child's hospital stay by 31 percent [4]; and,

WHEREAS, nationwide polls suggest that both Democrat (88 percent) and Republican (71 percent) voters are in favor of "requiring employers to offer paid leave to parents of new children" [5]; and,

WHEREAS, UF currently has a policy requiring employees to repay leave hours within a three (3) year period from the first date the leave is used [6]; and,

WHEREAS, the other top public universities in the nation both offer up to 12 weeks of paid family leave and employees are not required to reimburse their time off [7]; and,

WHEREAS, the UFF-UF Bargaining Team has put forward a detailed proposal for an extensive family leave plan [8]; then,

THEREFORE, LET IT BE RESOLVED that University of Florida Student Senate recognizes the importance of allowing faculty and staff the benefits of paid parental leave.

THEREFORE, LET IT FURTHER BE RESOLVED that the University of Florida Student Senate encourages the University of Florida Administration to explore offering comparable benefits to faculty and staff that other top institutions offer.

Proviso: A copy of this resolution shall be sent to Provost Dr. Joseph Glover, Vice President for Human Resources Jodi Gentry, Chair of Faculty Senate Katherine Anderson, Student Body President Michael Murphy, Student Body Vice President Sarah Abraham, Student Body Treasurer Santiago Gutierrez, and University President Dr. W. Kent Fuchs.

- [1] <https://www.bls.gov/ncs/ebs/benefits/2016/overview.htm>
- [2] <http://www.child-encyclopedia.com/parental-leave/according-experts/effects-parental-employment-and-parental-leave-child-health-and>
- [3] <http://www.child-encyclopedia.com/parental-leave/according-experts/effects-parental-employment-and-parental-leave-child-health-and>
- [4] <https://eric.ed.gov/?id=ED447946>
- [5] https://www.urban.org/sites/default/files/publication/90201/paid_family_leave_0.pdf
- [6] <https://benefits.hr.ufl.edu/time-away/parental-leave/>
- [7] <https://hr.umich.edu/working-u-m/my-employment/leaves-absence/maternity-childbirth-parental-leave>
- [8] <http://www.uff-uf.org/bargaining/>