

This is the resolution passed hastily on November 15, and superseded by the resolution passed on November 28.

Universal Paid Leave Act of 2016

Whereas many families in our community experience unexpected, and/or critical family situations to care for a family member. These are real life situations that can place a heavy emotional and financial burden on a family, not to mention navigating the medical system to receive appropriate care in the case of a health issue. The Universal Paid Leave Act would do just that by alleviating some of this burden at a time our city is experiencing a period of prosperity.

Whereas, ANC 1D strongly supports our local business community and believes that a paid leave program must not create an undue burden on District businesses, especially small businesses;

Resolved. ANC1D supports the goal of paid leave for District workers and urges the Council of the District of Columbia to establish a universal paid leave program that honors the following principles:

- *Provides for a generous period of paid leave.
- *Ensures that our lowest income earners are able to utilize the program.
- *Avoids placing undue economic or administrative burdens on small businesses.
- *Defines "family" broadly to include, at minimum, close blood relatives, domestic partners, and spouses.
- *Covers conditions and situations sufficiently broadly to include mental health, end of life care, outpatient care, family care, and gender-neutral parental leave.
- *Has procedures in place to limit the possibility of abuse of the program.