

Racine Mayor Mason: Proposes 8 weeks paid parental leave

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City of Racine – Today, Mayor Mason announced that he is introducing a proposal to provide 8 weeks paid parental leave to City employees who have growing families. The benefit applies to both parents for the birth of a child, adoption, or foster care placement.

The purpose of this Parental Leave Policy is to give parents additional flexibility and time to bond with their new child, adjust to their new family situation, and balance their professional obligations. The City believes that creating flexibility and family-friendly policies are essential to cultivating an atmosphere where employees can thrive professionally without sacrificing essential family obligations.

“As a father of three, I know it is incredibly important to take the time early on to bond with your child after birth, adoption, or foster care placement. Most people can’t afford to take extended unpaid leave, and I don’t believe asking our employees to burn through sick time or vacation time is fair. I want our employees to know they are valued and that we will support them as their family grows. It’s not only the right thing to do but will makes us a more attractive employer from a recruitment and retention standpoint as well,” **said City of Racine Mayor Cory Mason.**

The policy applies to any non-represented employee eligible for and using Family and Medical Leave, as authorized by the City of Racine Employee Handbook, for the birth of a child or for the placement with the employee of a child for adoption or foster care, shall be granted 320 hours’ pay, at the employee’s then-regular hourly pay rate to be used during the period of Family and Medical Leave. Employees are granted the 8 weeks parental leave before using any vacation leave, sick leave, compensatory time, or other accumulated leave.

The proposal goes before the Finance and Personnel Committee tonight at 5:30. Tonight's meeting can be view live at the City of Racine Facebook page. If approved at committee, it advances to the Common Council for a final vote on Tuesday March 15th at 7pm.