



A collaborative effort led by Policy Matters Ohio and local leaders

April 10, 2023

Mayor Justin Bibb
Office of the Mayor
601 Lakeside Ave, Room 227
Cleveland, Ohio 44114

CC: Council President Griffin; Council's Committee on Workforce, Education, Training and Youth Development

Dear Mayor Bibb,

We, the 40 undersigned organizations, stand with the more than 7,000 city of Cleveland workers who work hard for their city, their communities, their neighbors, and their families. We collectively urge you, as a local leader, to take bold, swift action on enacting a paid family and medical leave policy for all municipal employees.

The ability for city workers to provide care for newborns, aging parents, loved ones experiencing a health emergency, and themselves is foundational to our collective health, wellbeing, and economic prosperity. More than 100 cities nationwide currently have some form of paid family leave for their municipal workforce, including Dayton, Cincinnati, and Columbus. Yet, Cleveland continues to lack a paid family and medical leave policy for its workforce.

Paid leave is not only the right thing to do, but it is also a smart investment in workers, families, and our economy. And is a policy rooted in equity, justice and opportunity. Evidence shows that paid leave policies contribute to stronger maternal and infant health outcomes, advance gender and racial equity, and promote economic security and workforce participation, especially among women who are more likely to take on caregiving responsibilities.

It has wide-ranging benefits for employers: improving employee retention, job satisfaction and productivity, helping employers compete for top talent, and generating long-term cost savings. This policy can play a crucial role in preserving families' economic security, fueling our economy, and protecting public health. While Cleveland is behind its sister cities in providing this benefit, you have an opportunity now to enact a comprehensive, inclusive and equitable evidence-based policy that includes:

- Comprehensive coverage for new parents, family caregivers, and personal medical leave;
- Adequate leave time that meets actual health and caregiving needs;
- Full wage replacement;
- Job protection and anti-retaliation protections;
- Inclusive definition of family and gender neutral language; and
- Accessible eligibility requirements for all union and non-union workers.

The moment is NOW for Cleveland to not only join with the growing number of public and private sector employers, but to be a state and national leader on this important and long overlooked issue. Let's get this done the Cleveland way, by working together quickly and effectively to enact a comprehensive paid family and medical leave policy for our municipal workforce. We stand ready to work collaboratively to make this a reality.

Sincerely,

1. AFSCME Ohio Council 8
2. Avanzamos Unidos
3. Birthing Beautiful Communities
4. Black Lives Matter Cleveland Inc.
5. Cleveland Federation of Musicians, Local 4 AFM
6. Cleveland Jobs with Justice
7. Cleveland NAACP
8. Cleveland Teachers Union
9. Cuyahoga County Progressive Caucus
10. Cuyahoga County Young Democrats
11. Cuyahoga Democratic Women's Caucus
12. End Poverty Now!
13. Enlightened Solutions
14. First Year Cleveland
15. Guardians for Fair Work
16. Inner Visions of Cleveland
17. InterReligious Task Force on Central America
18. Mt. Sinai Health Foundation
19. North Shore AFL-CIO Federation of Labor
20. Northeast Ohio Black Health Coalition
21. Northeast Ohio Worker Center
22. Northern Ohioans for Budget Legislation Equality
23. Ohio Nurses Association
24. Ohio Working Families Party
25. OPEIU Local 1794
26. Organize! Ohio
27. Planned Parenthood Advocates of Ohio
28. Planned Parenthood of Greater Ohio
29. Policy Bridge
30. Policy Matters Ohio
31. Poor People's Campaign (NEO Region)
32. PRE4CLE
33. SEIU Local 1
34. Starting Point
35. SVP Cleveland
36. The Center for Community Solutions
37. Urban League of Greater Cleveland
38. Utility Workers Union of America, Local 270, AFL-CIO
39. Young Latino Network
40. YWCA Greater Cleveland



