

Resolution No.1158-2019

AN EMERGENCY RESOLUTION

Council Member(s) Zone, Kelley

Establishing a working committee of Council, the Jackson Administration, and community stakeholders to study Domestic Violence Safe Leave policies, consider implementing a City policy, and consider requiring employers to provide job-protected leave to employee victims of domestic and sexual violence.

WHEREAS, one in four women and one in seven men have been victims of domestic violence, and Cleveland Police reported 3,539 victims of domestic violence in 2017; and

WHEREAS, these victims miss an average of 137 hours of work per year as a result of abuse; as many as 60% of victims lose their jobs due to reasons resulting from their abuse, and only 50% of mothers have leave benefit coverage under the Family and Medical Leave Act; and

WHEREAS, after a domestic or sexual violence crisis, victims may need time off work to seek medical or psychological help, obtain help from an organization that provides services to victims, obtain counseling, make safety plans, including possibly leaving an abuser and relocating to safety, and seek legal assistance and attend court dates; and

WHEREAS, numerous cities, including Philadelphia, Pittsburgh, Chicago, Minneapolis, and St. Paul, have enacted ordinances that require employers to provide job-protected leave to employee victims of domestic and sexual violence in order to deal with fallout from abuse; and

WHEREAS, this Council will establish a working committee with the Administration and community stakeholders, including the Cleveland Rape Crisis Center, the Domestic Violence and Child Advocacy Center, and Cleveland State University Law and Urban Affairs students, to study Domestic Violence and Safe Leave policies, consider implementing a City policy, and consider requiring employers to provide job-protected leave to employee victims of domestic and sexual violence; and

WHEREAS, the committee will also study existing policies and ordinances, labor issues, economic impact on victims and businesses, necessary documentation, protection against discrimination, and impact of safe leave policies to help victims and prevent abuse; and

WHEREAS, this resolution constitutes an emergency measure for the immediate preservation of public peace, property, health, or safety, now, therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CLEVELAND:

Section 1. That this Council establishes a working committee of Council, the Jackson Administration, and community stakeholders to study Domestic Violence Safe Leave policies, consider implementing a City policy, and consider requiring employers to provide job-protected leave to employee victims of domestic and sexual violence.

Section 2. That the Clerk of Council is directed to transmit copies of this resolution to Frank G. Jackson, the Cleveland Rape Crisis Center, the Domestic Violence and Child Advocacy Center, and Cleveland Marshall College of Law and Maxine Goodman College of Urban Affairs, Professor Joseph Mead.

Section 3. That this resolution is hereby declared to be an emergency measure and, provided it receives the affirmative vote of two-thirds of all the members elected to Council, it shall take effect and be in force immediately upon its adoption and approval by the Mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

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READ FIRST TIME on SEPTEMBER 16, 2019 **REPORTS**
and referred to and referred to DIRECTORS of Public Safety, Finance, Law;
COMMITTEE on Public Safety and Finance

CITY CLERK

READ SECOND TIME

CITY CLERK

READ THIRD TIME

PRESIDENT

CITY CLERK

APPROVED

MAYOR

PASSAGE RECOMMENDED BY
COMMITTEE ON
SAFETY

FILED WITH COMMITTEE

PASSAGE RECOMMENDED BY
COMMITTEE ON
FINANCE

FILED WITH COMMITTEE
