

Abstract of Speech Template

Title: *Building Stronger Families and Communities through Workforce Equity: a look at parental leave and minimum wage policies in Los Angeles, California.*

- Name of Speaker: Lisa Salazar
- Position:
- Nationality/ City: USA/ Los Angeles
- Session: 2

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Under Mayor Eric Garcetti, the City of Los Angeles (L.A.) has overseen the strongest economic growth in more than a generation — with record employment, historic investments, and construction. Throughout its economic boom, under decisive leadership, L.A. has aimed to ensure that individuals are employed in environments that offer dignified wages and optimal working conditions. L.A. has made it a strategic priority to ensure those residents most in need — especially underemployed adults, workers of color, disconnected youth, and families — experience significant gains in the workplace and in their overall standard of living.

Two exemplary policies, in particular, that L.A. has put forward in recent years that will propel economic opportunity and equity in the region for generations are a historic minimum wage increase ordinance and a proposed paid parental leave policy.

In 2015, Mayor Garcetti led a coalition of government, labor, and business leaders in the drive to raise the minimum wage in L.A. — culminating with the signing of a landmark law lifting wages to \$15 an hour by 2020 and helping to spark a movement that has since spread across the region, state, and country. With this accomplishment, L.A. became the largest city in the largest state in the nation to set itself on a path to a \$15 minimum wage — lifting incomes for more than half a million Angelenos. At the time of its passage, the wage increase was projected to add more than \$1.36 billion in aggregate earnings for L.A. workers through 2018, alone.

This past October 2019, in a similar move to raise economic mobility for working families, the Mayor unveiled a proposal for L.A. to offer paid parental leave to municipal employees, which will create a new benefit for tens of thousands of full-time City workers who are ineligible for paid parental leave from the state. The Mayor's proposal will provide up to six weeks of fully paid leave for a City employee following the birth, adoption, or long-term foster care placement of a child — while enshrining stronger and more fair workplace benefits and protections for parents.

Ms. Salazar's presentation will provide a comprehensive overview of L.A.'s policies on the minimum wage increase and paid parental leave. Her coverage of the wage increase will lay out how the policy was developed, the key players and their roles in crafting and supporting it, the scope and strength of the grassroots effort that led to its passage, the impacts to the business community and how the City has mitigated them,

as well as the lessons learned and a status update on the policy's implementation. For the proposed paid parental leave policy, Ms. Salazar will outline the partners central to its successful implementation, the critical steps needed to create this initiative, and its level of replicability for other cities and municipalities considering similar work. Additionally, Ms. Salazar will provide a timeline of the initiative's anticipated roll-out and underscore the socio-economic benefits it will bring to Angeleno families and the regional economy.



