



Metropolitan Nashville and Davidson County, TN

Legislation Text

File #: RS2024-800, **Version:** 1

A resolution expressing support for access to paid safe leave.

WHEREAS, each day, millions of people face domestic violence, sexual assault, dating violence, sex trafficking, stalking, sexual harassment, and bias crimes and nevertheless report to work; and

WHEREAS, as of 2016, nearly half of all women and four out of 10 men reported experiencing domestic violence at some point in their lifetime; and

WHEREAS, domestic violence and sexual harassment often result in economic instability for survivors, who may struggle to obtain and maintain employment while dealing with the impact of these events in their lives; and

WHEREAS, many workers, including survivors, lack access to paid time off, such as sick days or paid family and medical leave; and

WHEREAS, safe leave is defined as leave taken by a survivor of violence or their family member to handle the consequences of the violence they've experienced; and

WHEREAS, paid safe leave helps survivors of violence to take necessary time off, including to attend court hearings, receive medical or mental health care, obtain support services, or seek safety for themselves and their children, without fear of losing their job and while lessening the financial burden; and

WHEREAS, paid safe leave helps survivors to stay in the workforce, remain in their chosen jobs, and maintain financial security that may help them to leave abusive partners and keep their families safe; and

WHEREAS, nationwide, at least 13 states as well as dozens of local governments have enacted paid safe leave, which includes allowing sick leave to be used as safe leave. At least 14 states provide unpaid safe leave; and

WHEREAS, in order to adequately address the need, federal lawmakers should enact the Healthy Families Act and the FAMILY Act, which include paid safe leave for survivors of domestic violence in both a national paid sick day program and a national paid family and medical leave program; and

WHEREAS, it is fitting and proper that the Metropolitan Council go on record to support paid safe leave.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. That the Metropolitan County Council hereby goes on record as expressing support for access to paid safe leave in Nashville and Davidson County and across the nation.

Section 2. That this Resolution shall take effect from and after its adoption, the welfare of the Metropolitan Government of Nashville and Davidson County requiring it.