

RESOLUTION NO. 55,228 -N.S.

AMENDING RESOLUTION NO. 54,533-N.S., LABOR BILL OF RIGHTS, BY ADDING CHAPTER 4, CHILDCARE AND ELDERCARE PROVISIONS.

BE IT RESOLVED by the Council of the City of Berkeley as follows:

That Resolution No. 54,533-N.S., Labor Bill of Rights, is hereby amended by adding Chapter 4 entitled "Childcare and Eldercare" to read as follows:

Chapter 4 -- Childcare and Eldercare

Lack of affordable childcare is a major obstacle to the full participation of women in all levels of the labor force. Primary responsibility for the care of dependent children, as well as the care of elderly parents, has prevented women from achieving career and economic equality with men in the workplace. Adequate childcare facilities, as well as adult day health care centers and other services to assist workers in caring for dependent family members, are essential to full employment for women.

It is the policy of the City of Berkeley to encourage employers and developers doing business in the City to plan for and develop childcare and eldercare options.

It is the policy of the City of Berkeley to encourage employers to survey employees' childcare needs, and to develop a plan for meeting those needs. In order to help working parents to meet family responsibilities and continue to maintain employment and remain effective at work, the City shall encourage employers to adopt flex-time, staggered work hours, job-sharing, parental and family leave policies, and other such flexible workplace policies.

It is City policy to encourage employers to allow each employee to set aside a portion of the employee's pre-tax income to pay for childcare or for the care of elderly parents. Under this plan, an employee can choose to set aside pre-tax income either as a tax credit for such care or to be paid directly to her or his childcare provider or eldercare provider.

Copies sent 3/12/90

To: Commission on Labor

**RESOLUTION**

No. 55,228 N.S.

Dated March 6, 1990

Adopted by the Council of the City of Berkeley by the following vote:

Ayes: Councilmembers Chandler, Dean, Goldfarb, Jelinek, Shirek,  
Wainwright, Weekes and President Hancock.

Noes: None.

Abstaining: None.

Absent: Councilmember Skinner.

LONI HANCOCK  
Mayor and President of the Council

Attest MARIE McKECHNIE  
City Clerk and Clerk of the Council