



Prenatal, Parental and Infant Wellness Leaves (PPI) Overview

Presented to: Childhood & Youth Committee
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Purpose

The City of Houston recognizes the growing needs of its employees to balance work and their home life. In keeping with our goal of being a premier employer, the proposed ordinance would provide paid leaves for prenatal, parental and infant wellness (PPI).

Prenatal Leave

- Leave available for prenatal wellness health care appointments and other absences related to the pregnancy
 - Available irrespective of gender, sexual orientation, gender identity, or marital status or whether both employees are employed by the City
- Maximum of 160 hours in a 12-month period
 - regardless of whether more than one birth occurs within that 12-month period

Prenatal Leave

- Unused leave is not compensable and is forfeited:
 - on the date the pregnancy ends
 - upon the date the employee separates from employment with the City
 - upon the date the employee moves to a part-time or temporary position
 - whichever comes first

Overview - Continued

Parental Leave

- Leave to bond and care for a child after the birth or placement of a child with the employee for adoption or foster care
 - Available irrespective of gender, sexual orientation, gender identity, or marital status or whether both employees are employed by the City
- Maximum of 320 hours in a 12-month period
 - regardless of whether more than one birth occurs within that 12-month period
 - Effective Sept. 1, 2023, maximum number of hours increases to 480

Parental Leave

- Unused leave is not compensable and is forfeited:
 - on the date after the child's first birthday or on the date after one (1) year since the placement of a child with the employee for adoption or foster care
 - when an employee separates from employment with the City
 - when an employee moves to part-time, PT30 or temporary position
 - whichever comes first

Infant Wellness Leave

- Leave to take infant to a healthcare provider for examinations and physicals, immunizations, checkups and prospective health screening/testing of any kind during the infant's first year after birth
- Maximum of 40 hours in a 12-month period
 - regardless of whether more than one birth or placement of a child with the employee for adoption or foster care occurs within that 12-month period

Infant Wellness Leave

- Unused leave is not be compensable and is forfeited:
 - on the day after the infant's first birthday
 - upon the date the employee separates from employment with the City
 - upon the date the employee moves to a part-time or temporary position
 - whichever comes first

Overview

Effective

- May 14, 2022

Eligibility

- Full-time employee (part-time and temporary not eligible)
- 6-months of continuous service

1 Year Look Back

Leave Usage Since May 14, 2022

Type of Leave Used	# of Employees
Prenatal	400
Parental	852
Infant Wellness	212

As of pay period ending April 28, 2023, 990 employees have used some form of PPI Leave

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