

Executive Order
City of Pittsburgh
Office of the Mayor

Subject: Paid Safe Leave	Number: 2018-03
By Direction of: William Peduto, Mayor	Date: April 3, 2018

WHEREAS, the Mayor understands the need and importance for gender equity in the City of Pittsburgh; and,

WHEREAS, many individuals in our City are facing intimate partner violence, and intimate partner violence disproportionality impacts women; and,

WHEREAS, according to the National Partnership on Women and Girls, 20 million people experience domestic violence, sexual violence or stalking by intimate partners annually in the United States, and each year, an estimated 1,300 women die from this violence; and,

WHEREAS, on average, a domestic violence survivor experiences 7.2 days of work-related lost productivity; and,

WHEREAS, many individuals have to take time off from work to deal with these life threatening circumstances whether that is filing a Protection from Abuse Order, finding safe housing, or receiving mental or physical health treatment: and,

WHEREAS, we understand that many employees who work for the City of Pittsburgh may be facing these life threatening challenges; and,

WHEREAS, we want to create a workforce that meets the needs of our employees and that sets an example for private businesses in the area.

NOW, THEREFORE, I, William Peduto, Mayor of the City of Pittsburgh, by the virtue of the authority vested in me by the City Charter and laws of the City of Pittsburgh do hereby direct the following actions:

1. The Department of Human Resources and Civil Service will be responsible for developing a policy regarding providing non-union employees (of which we have legal authority to do so) with paid safe leave that are consistent with the following parameters:

- Provide flexible time for all non-union employees to use as paid safe leave for situations of intimate partner violence.

- Establish required documentation and parameters for requesting paid safe leave.
- Establish an application process where all information from applicants regarding paid safe leave will remain confidential.

2. The Department of Human Resources and Civil Service must have an established policy that will be by July 3, 2018.

This Executive Order shall take effect immediately and remain in effect until amended or rescinded in writing by the Mayor.