To: Academic Senate Executive Committee

From: Margaret Pearce, Chief Nursing Officer

Date: March 4, 2019

RE: Rule Change

I am writing this memo in support of the Hospitals & Clinics efforts to add a Paid Parental Leave program. Paid parental leave is an important benefit enhancement for the staff of the Hospitals & Clinics. As the Chief Nursing Officer, I have the largest number of staff in the organization and have heard many times in staff meetings and town hall meetings requests for such a benefit.

As an executive for the Hospitals & Clinics, I also have the shared financial responsibility to see that we plan for and budget for an expense such as paid parental leave. This is why we pushed the implementation to July 1, 2019.

I believe our staff will be very happy to see us adding this important new benefit and again fully support it.