

## Senate Resolution 107

By: Senators Jordan of the 6th, Jackson of the 41st, Halpern of the 39th, Au of the 48th,  
Butler of the 55th and others

## A RESOLUTION

- 1 Creating the Senate Comprehensive Approach to Family Leave Policies within State
- 2 Government Study Committee; and for other purposes.
  
- 3 WHEREAS, it is universally accepted that work-life balance is beneficial for both the
- 4 employer and employee; and
  
- 5 WHEREAS, family leave represents an integral part of work-life balance; and
  
- 6 WHEREAS, in order to be responsive to the needs of current and future state employees,
- 7 family leave policies need to be enhanced; and
  
- 8 WHEREAS, although there have been recent improvements in the area of family leave in
- 9 state government, these piecemeal improvements are not comprehensive and do not address
- 10 the family leave needs of state employees; and
  
- 11 WHEREAS, the family leave needs of state employees extend beyond the care and nurturing
- 12 of children; and

13 WHEREAS, the various branches, agencies, and departments of state government currently  
14 lack a uniform and consistent approach to family leave; and

15 WHEREAS, an incremental approach to family leave within state government is not prudent;  
16 and

17 WHEREAS, it is important for state government to be competitive in order to attract quality  
18 candidates and to retain current employees; and

19 WHEREAS, because the pay rates of state government employees are not competitive with  
20 the pay rates of comparable employees in the private sector, it is critical that state  
21 government address this competitiveness void through the implementation of  
22 employee-friendly family leave policies; and

23 WHEREAS, enacting family leave policies in this legislative session will likely lead to a  
24 piecemeal and hurried framework; and

25 WHEREAS, studying the issue of family leave in state government during the interim will  
26 promote the enactment of a comprehensive family leave policy during the 2022 legislative  
27 session; and

28 WHEREAS, to such end, it would be judicious to formulate a plan for the creation of a  
29 uniform family leave policy within state government, including conducting an analysis of  
30 current family leave policies of other state governments and private sector employers and  
31 current best practices in the area of family leave policies.

32 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE:

33 (1) **Creation of Senate study committee.** There is created the Senate Comprehensive  
34 Approach to Family Leave Policies within State Government Study Committee.

35 (2) **Members and officers.** The committee shall be composed of five members of the  
36 Senate to be appointed by the President of the Senate. The President shall designate a  
37 member of the committee as chairperson of the committee.

38 (3) **Powers and duties.** The committee shall undertake a study of the current family  
39 leave framework that exists throughout state government in this state, the current family  
40 leave framework that exists in other state governments and the private sector, and the  
41 current and future family leave needs of state workers and shall recommend any action  
42 or legislation which the committee deems appropriate.

43 (4) **Meetings.** The chairperson shall call all meetings of the committee. The committee  
44 may conduct such meetings at such places and at such times as it may deem necessary or  
45 convenient to enable it to exercise fully and effectively its powers, perform its duties, and  
46 accomplish the objectives and purposes of this resolution.

47 (5) **Allowances and funding.** The members of the committee shall receive the  
48 allowances provided for in Code Section 28-1-8 of the Official Code of Georgia  
49 Annotated. The allowances authorized by this resolution shall not be received by any  
50 member of the committee for more than five days unless additional days are authorized.  
51 Funds necessary to carry out the provisions of this resolution shall come from funds  
52 appropriated to the Senate.

53 (6) **Report.**

54 (A) In the event the committee adopts any specific findings or recommendations that  
55 include suggestions for proposed legislation, the chairperson shall file a report of the  
56 same prior to the date of abolishment specified in this resolution, subject to  
57 subparagraph (C) of this paragraph.

58 (B) In the event the committee adopts a report that does not include suggestions for  
59 proposed legislation, the chairperson shall file the report, subject to subparagraph (C)  
60 of this paragraph.

61 (C) No report shall be filed unless the same has been approved prior to the date of  
62 abolishment specified in this resolution by majority vote of a quorum of the committee.  
63 A report so approved shall be signed by the chairperson of the committee and filed with  
64 the Secretary of the Senate.

65 (D) In the absence of an approved report, the chairperson may file with the Secretary  
66 of the Senate a copy of the minutes of the meetings of the committee in lieu thereof.

67 (7) **Abolishment.** The committee shall stand abolished on December 1, 2021.