

TENTATIVE AGREEMENT

COUNTY COUNTER TO UP 27 v2

ARTICLE 17.14 PAID PARENTAL LEAVE

Date:	01/18/2023
SEIU Local 1021 Specific Proposal #	UP27 v2
MOU Section(s):	Article 17.14 <i>Paid Parental Leave</i>

PROPOSAL:

Amend Section 17.14.1 *Eligibility* and Section 17.14.2 *Benefit and Use* of Article 17.14 *Paid Parental Leave* as follows:

17.14.1 Eligibility

~~Effective 10/1/18, a~~Any permanent or probationary employee who has been continuously employed by the County for at least 12 months prior to the start of the leave shall be eligible for Paid Parental Leave (PPL) to use within 12 months of the following events:

- Birth of a child of the employee, the employee's spouse, or the employee's domestic partner
- Placement of a child with the employee's family for adoption, or foster care, or as a result of court approved guardianship

For the purpose of PPL, the definition of "parent" and "child" are defined by the California Family Rights Act.

17.14.2 Benefit and Use

Eligible employees shall be granted 320 PPL hours to use within 12 months of the qualifying event. Part-time employees shall be eligible for a pro-rated number of PPL hours, based on allocated FTE.

PPL is based on a 12 month rolling calendar. No more than 320 PPL hours may be used in any 12 month period.

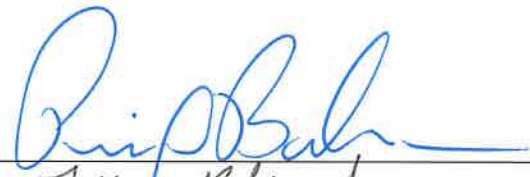
PPL is based on the employee's base hourly wage plus cash allowance. It is considered "paid status" for the purpose of merit, seniority, premiums, vacation and sick leave accrual, and County benefit eligibility and contributions.

PPL pay is pensionable and counts towards retirement service credit.

PPL may be used in a block of continuous time or as intermittent leaves as arranged in advance. Unless approved by the Director of Human Resources, PPL cannot be used retroactively.

Use of PPL shall not be cause for an employee to lose ~~his/her~~ **their** current assignment on a permanent basis; however, assignments may be altered to accommodate the employee's or department's operational needs when working a reduced work schedule.


An employee in a disability period following birth of child must use sick leave down to 40 hours before using PPL.



Jana Blum
County Signature

1/18/23

1/18/23

TA 

SEIU Signature

1/18/23

Date: 1/18/2023