

Tentative Agreement
Section 11.2 Family Leave

Section 11.2 - Family Leave

a) ~~_____~~

Parental and Adoptive Leave

1. ~~_____~~ Length

~~Upon request, parental leave without pay shall be granted to natural or adoptive parents by the appointing authority for a period of up to six (6) months. With notice no less than one (1) month prior to the conclusion of the leave, such leave may be extended up to one (1) year upon approval of the appointing authority. A request for extension can only be denied for good cause. A nurse who is pregnant may continue to work as long as their physician approves with concurrence from the Department.~~

~~_____~~ 2. Sick Leave Use

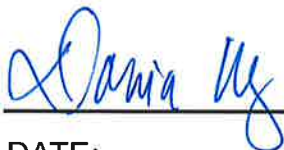
~~If, during the pregnancy leave or following the birth of a child, the nurse's physician certifies that they are unable to perform the duties of her job, they may use their PTO or accumulated sick leave during the period certified by the physician. The authorized PTO or sick leave shall be charged either prior to or at the termination of the leave.~~

b) ~~_____~~ Other Family Leave

~~Upon request, family leave shall be granted for the placement of a foster child, or to attend to the serious illness of a family member in accordance with the Family and Medical Leave Act, and for the serious illness of a registered domestic partner, for a period of up to six (6) months.~~

Family Leave rights are set forth in the County's Leaves of Absence Policy.


FOR THE COUNTY



DATE:

C. Chalka 1/27/2024

FOR RNPA



RNPA PRESIDENT

DATE: 1/26/24

1/26/2024

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

Current contract language is CCL.

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