



PAID FAMILY LEAVE

Presented by

Sharon Burke, Director of Human Resources



BUNCOMBE COUNTY



WHAT IS PAID FAMILY LEAVE?



Paid family leave refers to compensated time away from work for specific and generally significant **family** caregiving needs, such as:

- ✓ The arrival of a newborn or adoption of a child
- ✓ To care for a close **family** member with a serious illness.



PROPOSED PAID FAMILY LEAVE

- ✓ Paid Family Leave runs concurrent with approved FMLA Leave.
- ✓ Paid Family Leave will provide 100% of an employee's salary for up to 8 weeks either intermittently or single continuous block.
- ✓ An employee may receive Paid Family Leave for qualifying events within a twelve-month period measured forward from the date leave began.
- ✓ The amount of paid family leave shall not exceed 8 weeks in a twelve-month period measured forward from the date leave began.
- ✓ Implement new benefit as of **January 1, 2021**



WHAT IS NEEDED TO IMPLEMENT THIS BENEFIT?

- **Vote to approve the benefit**
- **Vote to amend the current Personnel Ordinance**



POLICY/ORDINANCE CHANGE

ELIGIBILITY: To be eligible for Paid Parental and Family Leave, the employee must be a qualified employee under the Family Medical Leave Act (FMLA) and on approved FMLA Leave for one of the following reasons:

- To bond with a newborn child within one year of birth; or
- To bond with a child following adoption or foster care placement within one year of adoption or placement.*
- To care for a spouse, child or parent with a serious health condition

** Note: Part-time and Temporary employees generally are not eligible for Paid Family Leave.*



POLICY/ORDINANCE CHANGE

Paid Parental and Family Leave Benefit:

1. Paid Family Leave will provide 100% of an employee's salary for up to eight (8) weeks. Employees may not use vacation, sick leave, or holiday if the employee is taking consecutive days of Paid Parental Family Leave.
2. Employees may not receive Temporary Disability Income (TDI) while receiving Paid Family Leave. An employee may receive Paid Parental and Family Leave prior to obtaining TDI or after TDI ends.
3. Duration. Employees shall receive up to eight (8) weeks of paid leave and may use this time in a single continuous block or intermittently. Paid Parental and Family Leave runs concurrent with FMLA Leave.
4. If at the time the employee takes Paid Parental and Family Leave, the employee has less than eight (8) weeks of FMLA Leave remaining, the employee will only be eligible for Paid Parental and Family Leave up to the amount of FMLA Leave the employee has remaining.



POLICY/ORDINANCE CHANGE

Paid Parental and Family Leave Benefit (Continued):

5. The amount of paid family leave for any one person shall not exceed eight (8) weeks in the employees approved 12-month FMLA period.
6. All leave must be completed within twelve (12) months of the qualifying event.
7. If a husband and wife both work for the County they may only receive a combined total of 8 weeks of compensation under Paid Parental Family Leave, however, they remain eligible for a total of 12 weeks of approved leave under the Family Medical Leave Act.
8. If an employee receives Paid Parental and Family Leave, they will not be available to sell back vacation time for 12-months from the end of the approved leave .
9. If an employee receives Paid Parental and Family Leave, they will not be available to work off duty employment while on Paid Family Leave.



NEXT STEPS?

- **Approve the benefit**
- **Amend the current Family Medical Leave (Ordinance)**



Questions?

