

RESOLUTION 1917

A RESOLUTION APPROVING A PAID PARENTAL / MATERNITY / PATERNITY / ADOPTION LEAVE POLICY.

WHEREAS, the purpose of this resolution is to provide up to 80 hours of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption, guardianship, or foster care; and

WHEREAS, the purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child; and

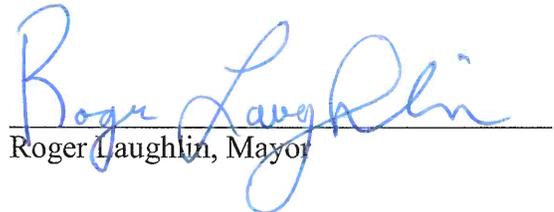
WHEREAS, this policy will run concurrently with Family and Medical Leave Act (FMLA) leave; as applicable may provide protections of employment when approved for events of births, adoptions, guardianship due to death of parents, or placements of foster children; and

WHEREAS, this policy may also run concurrently with Short-term and/or Long-term if applicable; and

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of West Branch, Iowa, that the aforementioned paid parental / maternity / paternity / adoption leave policy are hereby accepted and approved.

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Passed and approved this 20th day of July, 2020.



Roger Laughlin, Mayor

ATTEST:



Redmond Jones II, City Administrator/Clerk



West Branch Paid Parental / Maternity / Paternity / Adoption Leave Policy

Maternity Leave – maternity leave is covered under the Short Term Disability Policy, per plan benefits. At the end of the Short Term Disability Policy, the employee may use any accrued sick or vacation hours for additional time off, up to 12 weeks. FLMA runs concurrently with Short Term Disability.

Paternity Leave – paternity leave is available to a person who is a spouse or committed partner of a person who has given birth or has adopted a child. Paternity leave will include 80 hours of paid off (by the City of West Branch). Employees may use accrued sick leave or vacation at the end of paternity leave (80 hours) to a maximum of 12 weeks. FLMA runs concurrently with paternity leave.

Adoption – if an employee adopts a child, the same paternity leave benefits will apply.