

Passed to County on 3/28/19

Union counter proposal #1 to County Parental Leave March 28, 2019

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2:47pm

1 SEIU, LOCAL 1021  
2 WELFARE SUPERVISORY UNIT  
3 TO  
4 COUNTY OF SACRAMENTO  
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7 Union makes the following counter proposal to County proposal #4-Parental Leave:  
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9 **9.8 PARENTAL LEAVE**

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11 a. Each regular County employee with at least one (1) year of continuous  
12 service shall be entitled to schedule paid parental leave upon the birth of the  
13 employee's child, the birth of the employee's registered domestic partner's child or  
14 during the process of foster care an adoption of a minor child by an employee. In the  
15 case of an adoption, the entitlement shall arise upon both: (1) ~~the placement of the child~~  
16 ~~in the employee's home~~ verification of the intent to adopt established by provision of  
17 formal documentation and (2) the placement of the child in the employee's home for the  
18 purpose of foster or adoption ~~the employee initiating or having completed an adoptive~~  
19 ~~home study for the adoption of the child~~. The purposes of parental leave are to facilitate  
20 parental bonding, family adjustment, and child care, and such leave shall be used  
21 consistent with these purposes.  
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23 b. Parental leave shall be approved by the employee's appointing authority,  
24 except where the granting of the parental leave request would unduly interfere with or  
25 cause severe hardship upon department operations. Wherever possible, departments  
26 shall make reasonable accommodations to permit parental leave, either on a full-time or  
27 part-time basis.  
28

29 c. The maximum paid parental leave for full-time regular employees shall be  
30 160 hours. Parental leave shall be prorated for part-time regular employees. Parental  
31 leave shall not extend beyond twelve (12) ~~six (6)~~ ~~four (4)~~ months from either: (1) the  
32 date of birth of the employee's child, or (2) in the case of adoption, the initial date of  
33 residence of such child with the employee. The maximum 160 hours shall apply to each  
34 birth or adoption, regardless of the number of children born (twin, triplets, et cetera) or  
35 adopted.  
36

37 d. Parental leave is separate and distinct from the use of sick leave for  
38 pregnancy, since it is not based upon disability. Parental leave is available to be  
39 scheduled at the conclusion of the use of sick leave for pregnancy.  
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41 e. Employees must make a written request to use parental leave. The  
42 written request shall be made at least thirty (30) calendar days prior to the anticipated  
43 start of the parental leave, except in cases of an unanticipated early childbirth or  
44 adoption, in which case the employee shall make the written request with as much

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any reason.

45 advance notice as possible. The written request shall also provide such information or  
46 substantiation as may be required by the Director of Personnel Services.

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48 f. An employee who while on parental leave is incapacitated for one (1) or  
49 more days due to personal illness or injury may charge such days to sick leave. In such  
50 event, the employee promptly shall notify their department, and shall submit  
51 substantiation of the need for and use of sick leave.

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53 g. Use of parental leave does not reduce or adversely affect the maximum  
54 one-year unpaid leave of absence that an employee may request for child care or family  
55 reasons following the birth or adoption of a child.

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