

# **Paid Leave for the Care of a Family Member with a Serious Health Condition**



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# New Leave Category

- Following policy workflow process:
  - Requested by Chair Holmes
  - Board approved further consideration during November work session
- “Paid Family Illness Leave.”

# New Leave Category

- Provides three (3) weeks of paid leave for an employee caring for a seriously ill family member.
  - Family Member as defined in county policy includes: spouse, parent, guardian, children, sister, brother, grandparents, grandchildren plus the various combinations of half, step, in-law, and adopted relationships that can be derived from those named.
- This leave category will run concurrent with Family Medical Leave Act leave (FMLA).
- Employees will not be required to use any annual or sick leave prior to using this new leave category.

# New Leave Category

- The amount of three (3) weeks is based on staff analysis of actual employee leave usage over the past two years.
- Available to employees January 1, 2020.
- Board motion amends the County's personnel ordinance to establish new leave category and authorizes County Manager to administer the leave.