

RESOLUTION NO. 21-95
COMPLIANCE WITH STATE
AND
FEDERAL FAMILY LEAVE LAWS

WHEREAS, the State and Federal Governments enacted legislation to provide leave to eligible employees for certain family and medical reasons;

WHEREAS, Mason County and the Unions and Guilds representing Mason County employees have agreed to terms and conditions for the implementation of State and Federal Family Leave Laws;

BE IT HEREBY RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS that the following terms and conditions shall be in effect for all employees for the implementation of the State and Federal Family Leave Laws:

- 1) YEAR. The calendar year shall be designated as "the year."
- 2) USE OF LEAVE. An employee will have available the use of sick leave if appropriate. After sick leave is exhausted, or not appropriate; an employee can choose to use either annual leave or can go on leave-without-pay.
- 3) ACCRUAL OF LEAVE/SENIORITY. An employee will accrue sick leave and annual leave if he/she is on leave with pay. If the employee is on leave without pay, he/she does not accrue any sick leave or annual leave. An employee would have to work/be on leave with pay status, for at least twelve (12) days during the month to accrue any leave.
- 4) NOTICE. The employee will give thirty (30) days notice if the need for the leave is foreseeable.
- 5) DOCTOR'S CERTIFICATE. The County may request a doctor's certificate. The doctor will not be required to list the diagnosis. The doctor will certify that the need for the leave meets the criteria of the laws.

The County and/or employee's insurance will pay for the visit to the doctor for the certificate. If either party wishes a second opinion, they will pay the cost of the doctor. If two conflicting opinions are received and a third doctor is needed, the Union and the County will agree on the third doctor, and the County and the employee will split the cost.

If two conflicting opinions are received and the employee is non-union, the non-union employee and the County will agree on the third doctor and the County and the employee will split the cost.

- 6) MEDICAL/DENTAL BENEFITS. The County will continue paying the allowed amount for medical/dental/vision/life insurance while the employee is on family leave; this is the allowable for employee and dependent coverage. The employee will make arrangements with payroll to pay his/her portion, and will submit these payments as necessary to meet the insurance coverage deadlines.
- 7) SIGNIFICANT OTHERS. "Significant others" are not covered by the law.

Signed this 28th day of February, 1995.

BOARD OF COUNTY COMMISSIONERS
MASON COUNTY, WASHINGTON

absent

William O. Hunter, Chairperson

M. L. Faughender

M.L. Faughender, Commissioner

ATTEST:

Rebecca S. Rogers

Rebecca S. Rogers, Clerk of the Board

Mary Jo Cady

Mary Jo Cady, Commissioner

APPROVED AS TO FORM:

Michael Clift

Michael Clift, Chief Deputy Prosecutor

c: Elected Officials
Department Heads
Auditor (2)
Treasurer
J:\resolute\family