



# PAID FAMILY LEAVE

*Presented by*

Sharon Burke, Director of Human Resources



# 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 new child, adoption or serious illness of a close **family** member.



# NORTH CAROLINA OFFICE OF STATE PERSONNEL



Effective September 1, 2019, the Office of State Personnel approved Paid Parental Leave to enable Eligible State Employees to care for and bond with a newborn or child under the age of eighteen (18) newly-placed for adoption, foster, or other legal placement.

**8 Weeks** of Paid leave for birth of a child

**4 Weeks** of paid leave to care for and bond with a newborn or newly adopted or placed child.



# FEDERAL GOVERNMENT

(December 2019)

The Federal Employee Paid Leave Act provides 12 weeks of paid time off for the birth, adoption or foster placement of a new child; to care for a spouse, child or parent; for particular military caregiving and leave purposes; and for personal health reasons to federal workers who are eligible for unpaid leave under the Family and Medical Leave Act (FMLA). The Act would not provide employees with additional leave time; it would simply allow federal employees to receive pay during their 12 weeks of FMLA leave.



# NORTH CAROLINA COUNTIES THAT PARTICIAPTE IN PAID FAMILY LEAVE

Mecklenburg:	6 weeks of paid leave
New Hanover:	6 weeks of paid leave
Orange County:	6 weeks of paid leave
Wake County:	8 weeks of paid leave



# NORTH CAROLINA CITIES THAT PARTICIAPTE IN PAID FAMILY LEAVE

Chapel Hill:	4 weeks of paid leave
Apex:	6 weeks of paid leave
Cary:	6 weeks of paid leave
Charlotte:	6 weeks of paid leave
Durham:	6 weeks of paid leave
Raleigh:	8 weeks of paid leave



# STATES THAT PARTICIAPTE IN PAID FAMILY LEAVE

Washington DC:	3 weeks parental, 4 weeks for family, 2 weeks for medical
California:	6 weeks
New Jersey:	6 weeks
New York:	10 Weeks (55% of employee's wages)
Connecticut:	12 weeks
Massachusetts:	12 weeks
Oregon:	12 weeks
Washington State:	12 weeks



# 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 ~~6~~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 ~~six~~ eight weeks in a twelve-month period measured forward from the date leave began.
- ✓ Employees may not use vacation, sick leave, or holiday pay while receiving Paid Family Leave.





# RECOMMENDATION



- **Intermittent Leave** vs. Continuous Leave
- **8-weeks** vs. One Event
- **Effective Date:** ~~July 1, 2020~~ **January 1, 2021**



# CONCLUSION

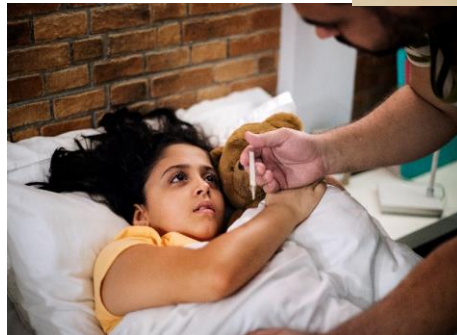
Having a paid family leave policy reinforces an organization's commitment to a family-friendly organization and allows more work/life balance. Resulting in improved employee morale in the workplace.

Providing Paid Family Medical leave would reduce turnover costs and help recruit and retain a talented work force.

A large and growing body of research – and the experiences of millions of workers and businesses – show that policies that enable workers to care for themselves and their families without risking their jobs or economic security are good for workers, families, businesses and our economy.



# Questions?





# COVID Policies and Procedures

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*Presented by*

Sybil Tate

Asst. County Manager



# Emergency Incident Telecommuting Policy

- 1) Applicable only during COVID
  - Option to re-evaluate a permanent policy based on data collected
- 2) Approximately 500 out of 1500 employees are currently telecommuting
  - Overwhelmingly positive response from employees
  - Opportunity to save money in facility costs
  - Reduces traffic and emissions
- 3) Concerns: Accountability, Productivity and Loss of Teambuilding opportunities
  - Work plan, progress on work plan, and weekly check-in are required
  - Departments with many telecommuters are holding weekly or bi-weekly meetings

Resource: State of Utah- <https://dhrm.utah.gov/employment/utah-works-telework>



# Other policies and procedures

## 1) Repurposed County Employees

- Isolation and Quarantine workers
- Ambulance driver training
- 911 telecommunicator training

## 1) Employee forums

- Re-opening forums
- Back to school forum

## 2) COVID recognition

- Award of PTO for service during COVID

