

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY

Concerning the Establishment )  
of a Policy for Parental Leave ) RESOLUTION  
for Employees of Multnomah County ) #89-111

WHEREAS, ORS 659.360 provides a twelve week parental leave for Oregon employees subject to certain terms and limitations; and

WHEREAS, ORS 659.360 further provides that sick leave may be used during the term of parental leaves; and

WHEREAS, the Bureau of Labor and Industries has promulgated administrative rules which would allow use of sick leave during parental leave regardless of whether such use of leave would otherwise be allowable under the employer's policy; and

WHEREAS, there is currently pending litigation and legislation which would respectively test the legality of the Bureau's promulgated rules or amend ORS 659.360; and

WHEREAS, it is the desire of the County to reach closure on this policy issue independent of the outcome of litigation and further legislation on this matter; and

WHEREAS, it is the desire of the County to be supportive of employees on parental leave consistent with the balancing process of collective bargaining;

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes the following terms for administration of Parental Leave:

1. Notwithstanding the outcome of any pending litigation or legislation, County employees may use sick leave for parental leave during the term of a parental leave mandated by Oregon law; and
2. The terms of parental leave for a County employee need not be coordinated with [a spouse's leave,] leave taken by the other parent of his or her child; i.e., a County employee may take twelve weeks of leave notwithstanding the length of [a spouse's] the other parent's parental leave; and

3. To the extent that the above terms are in excess of the requirements of Oregon Law, they shall become effective for members of the County's collective bargaining units only upon execution of memoranda of exception in accordance with the terms of their respective collective bargaining agreements.



Reviewed by:

Laurence Kressei  
County Counsel  
for Multnomah County

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ADOPTED June 1, \_\_\_\_\_, 1989

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

By

Gladys McCoy  
Multnomah County Chair