

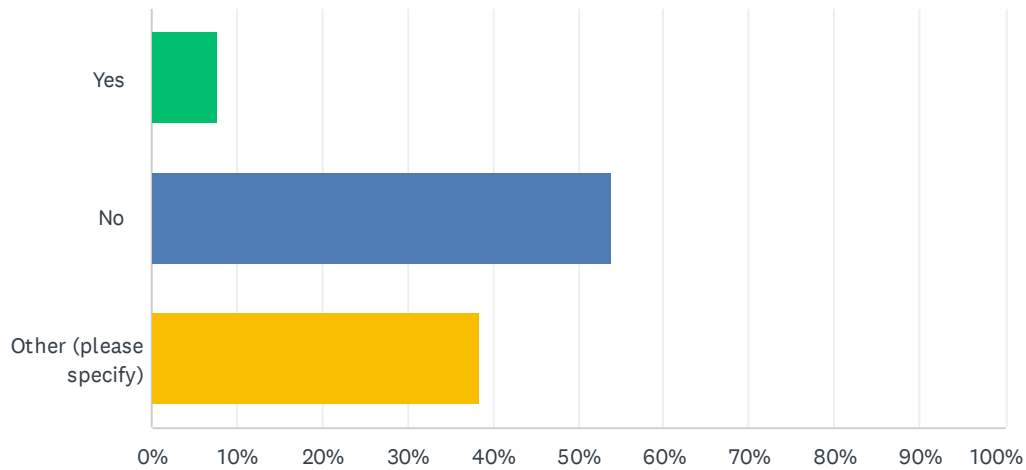
## Q1 What is your name and jurisdiction?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	Lori Chaney, City of Blue Ash	10/31/2022 2:46 PM
2	Karen Zeilman, City of Wyoming	10/27/2022 1:30 PM
3	Emily Asher Miami Township -Clermont County	10/27/2022 12:16 PM
4	Scot Lahrmer, Village Manager Amberley Village	10/26/2022 7:56 AM
5	City of Mason	10/25/2022 7:15 PM
6	City of Monroe	10/25/2022 1:48 PM
7	Jennifer Kaminer Village of Fairfax	10/25/2022 1:35 PM
8	Jessica Chaney - Indian Hill	10/25/2022 1:25 PM
9	Joanee Van Pelt - Mariemont	10/25/2022 1:20 PM
10	Melanie Hermes Delhi Township	10/25/2022 1:18 PM
11	Addyston	10/25/2022 1:09 PM
12	Lincoln Heights	10/25/2022 1:09 PM
13	Kelli Kline - City of Lebanon	10/25/2022 1:06 PM

## Q2 Does your jurisdiction offer a maternity and/or paternity policy?

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	7.69% 1
No	53.85% 7
Other (please specify)	38.46% 5
<b>TOTAL</b>	<b>13</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	We follow FMLA guidelines and our sick leave policy for maternity and paternity.	10/27/2022 12:16 PM
2	Parental Leave	10/26/2022 7:56 AM
3	Child Care Leave - will send excerpt from employee handbook via email	10/25/2022 1:35 PM
4	Part of sick leave usage policy	10/25/2022 1:25 PM
5	No	10/25/2022 1:09 PM

## Q3 If yes, please send a copy of the policy to Jeff.Papanek@WashingtonTWP.org and CSmith@C4LG.org

Answered: 3   Skipped: 10

#	RESPONSES	DATE
1	<p>§ 35.08 PARENTAL LEAVE. (A) Employees shall be eligible for up to six weeks (240 hours) of unpaid parental leave in any rolling 12-month period. Such leave shall be available upon: the birth of their own child or children; the birth of their spouse's child or children; or their formal adoption of one or more children. Such leave shall also be available where the employee's child, or employee's spouse's child, is born through the assistance of a surrogate mother. Parental leave shall not be available where an employee, or the employee's spouse, gives birth as a result of serving as a surrogate mother. (B) With the consent of the employee's supervisor, parental leave may be scheduled in a continuous block of days off, or on a reduced workweek basis. In the event that the supervisor does not agree to a reduced workweek schedule, the leave shall be taken in a continuous block of days off. (C) Employees may use their accumulated paid time off, compensatory time, vacation, and/or sick leave during their parental leave. Employees are encouraged to manage their paid time off, compensatory time, vacation, and sick leave if they expect a need to use parental leave. (Ord. 2020-1, passed 4-13-20)</p>	10/26/2022 7:56 AM
2	Sent via email	10/25/2022 1:35 PM
3	<p>Unless provided for differently through a collective bargaining agreement, sick leave credits can only be used for the following reasons...Any period of incapacity due to pregnancy, prenatal care, recovering from childbirth or related medical conditions and procedures related to pregnancy of a female employee. Use of sick leave for paternity leave will be granted to a male employee and shall be limited up to eighty (80) consecutive hours of paid sick leave upon the birth of a child or for placement of a child for adoption or foster care into the employee's home. An extension of such leave may be granted under sick leave if the condition of the baby and/or the mother qualifies as defined in the FMLA. When leave is foreseeable for childbirth or placement of a child, the employee must provide the City with at least a thirty (30) calendar days' advance notice of the need to take leave.</p>	10/25/2022 1:25 PM

# #1

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:05:53 PM  
**Last Modified:** Tuesday, October 25, 2022 1:06:13 PM  
**Time Spent:** 00:00:19  
**IP Address:** 66.42.140.2

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Page 1

## Q1

What is your name and jurisdiction?

Kelli Kline - City of Lebanon

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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# #2

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:06:03 PM  
**Last Modified:** Tuesday, October 25, 2022 1:09:17 PM  
**Time Spent:** 00:03:13  
**IP Address:** 198.24.118.90

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Page 1

## Q1

What is your name and jurisdiction?

Lincoln Heights

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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# #3

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:09:04 PM  
**Last Modified:** Tuesday, October 25, 2022 1:09:17 PM  
**Time Spent:** 00:00:13  
**IP Address:** 216.196.244.58

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Page 1

## Q1

What is your name and jurisdiction?

Addyston

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## Q2

Does your jurisdiction offer a maternity and/or paternity policy?

Other (please specify):  
No

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## Q3

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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**Respondent skipped this question**

# #4

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:12:49 PM  
**Last Modified:** Tuesday, October 25, 2022 1:17:33 PM  
**Time Spent:** 00:04:44  
**IP Address:** 66.161.250.150

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Page 1

## Q1

What is your name and jurisdiction?

Melanie Hermes  
Delhi Township

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## Q2

Yes

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

Respondent skipped this question

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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# #5

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:17:19 PM  
**Last Modified:** Tuesday, October 25, 2022 1:19:58 PM  
**Time Spent:** 00:02:39  
**IP Address:** 216.196.183.67

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Page 1

## Q1

What is your name and jurisdiction?

Joanee Van Pelt - Mariemont

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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## #6

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:20:14 PM  
**Last Modified:** Tuesday, October 25, 2022 1:25:08 PM  
**Time Spent:** 00:04:54  
**IP Address:** 216.196.229.222

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Page 1

**Q1**

What is your name and jurisdiction?

Jessica Chaney - Indian Hill

**Q2**

Does your jurisdiction offer a maternity and/or paternity policy?

Other (please specify):  
Part of sick leave usage policy**Q3**If yes, please send a copy of the policy to [Jeff.Papanek@WashingtonTWP.org](mailto:Jeff.Papanek@WashingtonTWP.org) and [CSmith@C4LG.org](mailto:CSmith@C4LG.org)

Unless provided for differently through a collective bargaining agreement, sick leave credits can only be used for the following reasons...Any period of incapacity due to pregnancy, prenatal care, recovering from childbirth or related medical conditions and procedures related to pregnancy of a female employee. Use of sick leave for paternity leave will be granted to a male employee and shall be limited up to eighty (80) consecutive hours of paid sick leave upon the birth of a child or for placement of a child for adoption or foster care into the employee's home. An extension of such leave may be granted under sick leave if the condition of the baby and/or the mother qualifies as defined in the FMLA. When leave is foreseeable for childbirth or placement of a child, the employee must provide the City with at least a thirty (30) calendar days' advance notice of the need to take leave.

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# #7

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:33:47 PM  
**Last Modified:** Tuesday, October 25, 2022 1:34:56 PM  
**Time Spent:** 00:01:09  
**IP Address:** 216.68.204.86

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Page 1

## Q1

What is your name and jurisdiction?

Jennifer Kaminer  
Village of Fairfax

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## Q2

Does your jurisdiction offer a maternity and/or paternity policy?

Other (please specify):  
Child Care Leave - will send excerpt from employee handbook via email

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## Q3

If yes, please send a copy of the policy to [Jeff.Papanek@WashingtonTWP.org](mailto:Jeff.Papanek@WashingtonTWP.org) and [CSmith@C4LG.org](mailto:CSmith@C4LG.org)

Sent via email

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# #8

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 1:45:58 PM  
**Last Modified:** Tuesday, October 25, 2022 1:48:15 PM  
**Time Spent:** 00:02:16  
**IP Address:** 216.196.183.170

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Page 1

## Q1

What is your name and jurisdiction?

City of Monroe

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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# #9

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, October 25, 2022 7:14:34 PM  
**Last Modified:** Tuesday, October 25, 2022 7:15:03 PM  
**Time Spent:** 00:00:28  
**IP Address:** 71.213.179.120

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Page 1

## Q1

What is your name and jurisdiction?

City of Mason

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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## #10

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, October 26, 2022 7:50:58 AM  
**Last Modified:** Wednesday, October 26, 2022 7:55:47 AM  
**Time Spent:** 00:04:48  
**IP Address:** 69.61.243.170

Page 1

## Q1

What is your name and jurisdiction?

Scot Lahrmer, Village Manager  
 Amberley Village

## Q2

Does your jurisdiction offer a maternity and/or paternity policy?

Other (please specify):  
 Parental Leave

## Q3

If yes, please send a copy of the policy to [Jeff.Papanek@WashingtonTWP.org](mailto:Jeff.Papanek@WashingtonTWP.org) and [CSmith@C4LG.org](mailto:CSmith@C4LG.org)

§ 35.08 PARENTAL LEAVE.

(A) Employees shall be eligible for up to six weeks (240 hours) of unpaid parental leave in any rolling 12-month period. Such leave shall be available upon: the birth of their own child or children; the birth of their spouse's child or children; or their formal adoption of one or more children. Such leave shall also be available where the employee's child, or employee's spouse's child, is born through the assistance of a surrogate mother. Parental leave shall not be available where an employee, or the employee's spouse, gives birth as a result of serving as a surrogate mother.

(B) With the consent of the employee's supervisor, parental leave may be scheduled in a continuous block of days off, or on a reduced workweek basis. In the event that the supervisor does not agree to a reduced workweek schedule, the leave shall be taken in a continuous block of days off.

(C) Employees may use their accumulated paid time off, compensatory time, vacation, and/or sick leave during their parental leave. Employees are encouraged to manage their paid time off, compensatory time, vacation, and sick leave if they expect a need to use parental leave.

(Ord. 2020-1, passed 4-13-20)

# #11

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, October 27, 2022 12:13:54 PM  
**Last Modified:** Thursday, October 27, 2022 12:16:00 PM  
**Time Spent:** 00:02:05  
**IP Address:** 69.61.229.154

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Page 1

## Q1

What is your name and jurisdiction?

Emily Asher  
Miami Township -Clermont County

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## Q2

Does your jurisdiction offer a maternity and/or paternity policy?

Other (please specify):  
We follow FMLA guidelines and our sick leave policy for maternity and paternity.

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## Q3

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

**Respondent skipped this question**

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# #12

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, October 27, 2022 1:30:18 PM  
**Last Modified:** Thursday, October 27, 2022 1:30:30 PM  
**Time Spent:** 00:00:12  
**IP Address:** 70.60.183.2

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Page 1

## Q1

What is your name and jurisdiction?

Karen Zeilman, City of Wyoming

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## Q2

**No**

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

**Respondent skipped this question**

If yes, please send a copy of the policy to  
Jeff.Papanek@WashingtonTWP.org and  
CSmith@C4LG.org

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# #13

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, October 31, 2022 2:45:28 PM  
**Last Modified:** Monday, October 31, 2022 2:46:21 PM  
**Time Spent:** 00:00:53  
**IP Address:** 216.196.128.138

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Page 1

## Q1

What is your name and jurisdiction?

Lori Chaney, City of Blue Ash

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## Q2

No

Does your jurisdiction offer a maternity and/or paternity policy?

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## Q3

Respondent skipped this question

If yes, please send a copy of the policy to Jeff.Papanek@WashingtonTWP.org and CSmith@C4LG.org

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