

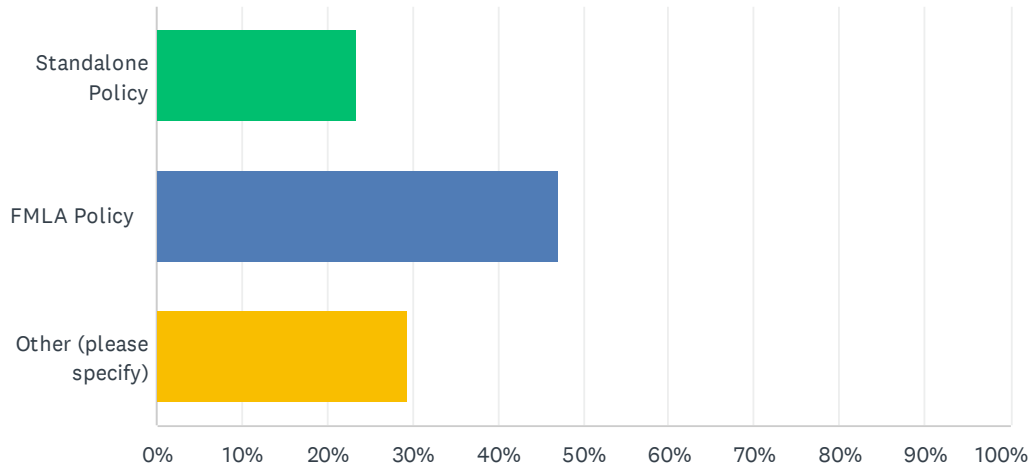
Q1 What is your name and jurisdiction?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	Miami Township (Clermont County)	12/18/2023 4:27 PM
2	City of Fairfield	12/14/2023 8:08 AM
3	Scot Lahrmer Amberley Village, Ohio	12/13/2023 10:46 AM
4	Pierce Township	12/13/2023 8:18 AM
5	Sarah Hunold, City of Monroe	12/12/2023 1:36 PM
6	Melanie Hermes and Delhi Township	12/12/2023 12:15 PM
7	Lori Chaney City of Blue Ash	12/12/2023 10:50 AM
8	Jessica Chaney - Indian Hill	12/12/2023 10:40 AM
9	Jeff Weckbach, Colerain	12/12/2023 10:23 AM
10	Addyston	12/12/2023 10:09 AM
11	Beth Gunderson Sycamore Township	12/12/2023 10:00 AM
12	David Lumsden, Glendale	12/12/2023 10:00 AM
13	City of Clayton	12/12/2023 9:50 AM
14	Lori Thompson - City of Madeira	12/12/2023 9:43 AM
15	city of deer park	12/12/2023 9:42 AM
16	Centerville-Washington Park District	12/12/2023 9:31 AM
17	Kelli Kline - City of Lebanon	12/12/2023 9:30 AM

Q2 Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES
Standalone Policy	23.53% 4
FMLA Policy	47.06% 8
Other (please specify)	29.41% 5
TOTAL	17

#	OTHER (PLEASE SPECIFY)	DATE
1	It is incorporated in to a few of our CBA's	12/14/2023 8:08 AM
2	Standalone Parental Leave	12/13/2023 10:46 AM
3	Standalone maternity policy. Paternity with sick time and fmla.	12/12/2023 12:15 PM
4	Sick leave policy	12/12/2023 10:23 AM
5	Leaves of Absence for pregnancy, childbirth and new parents is addressed in our handbook, but new parent leave follows FMLA guidelines	12/12/2023 10:00 AM

Q3 If yes, how many weeks do you offer for maternity/paternity leave?

Answered: 16 Skipped: 1

#	RESPONSES	DATE
1	up to 12 weeks per FMLA	12/18/2023 4:27 PM
2	FOP = 3 days; IAFF = 24 hrs; AFSCME = up to 10 days leave without pay	12/14/2023 8:08 AM
3	6 weeks	12/13/2023 10:46 AM
4	12	12/13/2023 8:18 AM
5	We do not offer a seperate maternity/paternity leave policy	12/12/2023 1:36 PM
6	8 weeks maternity leave, then up to 12 weeks FMLA.	12/12/2023 12:15 PM
7	The City offers up to 12 weeks under FMLA.	12/12/2023 10:50 AM
8	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.	12/12/2023 10:40 AM
9	Up to 12 weeks, per FMLA. Mother is eligible for a sick bank for the leave if she does not have enough hours on the books.	12/12/2023 10:23 AM
10	8 weeks	12/12/2023 10:09 AM
11	12 weeks leave per FMLA	12/12/2023 10:00 AM
12	Sick time may be used for mothers, up to 3 days sick leave for fathers	12/12/2023 10:00 AM
13	12 weeks	12/12/2023 9:50 AM
14	3 months	12/12/2023 9:43 AM
15	6 weeks	12/12/2023 9:42 AM
16	80 hours maternity 40 hour paternity	12/12/2023 9:30 AM

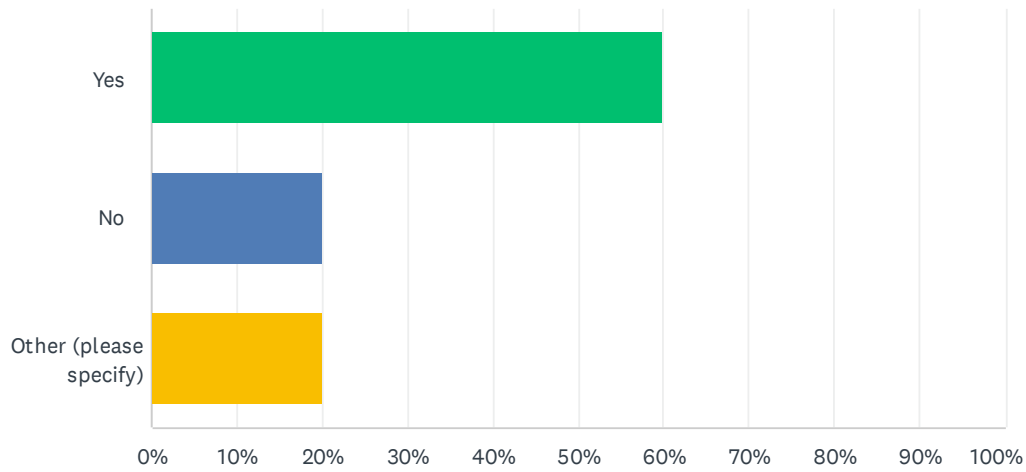
Q4 Of the weeks listed, are they paid in full or is there an unpaid portion?

Answered: 14 Skipped: 3

#	RESPONSES	DATE
1	Sick time may be used if there is a medical necessity. All other time is paid with vacation time/comp time. We also offer short term disability insurance to employees during open enrollment.	12/18/2023 4:27 PM
2	FOP and IAFF are paid days; AFSCME is unpaid	12/14/2023 8:08 AM
3	Unpaid unless paid through employee's accumulated leave balances	12/13/2023 10:46 AM
4	Maternity leave is paid. FMLA is used with paid leave followed by unpaid leave is exhausted.	12/12/2023 12:15 PM
5	Employees can use a combination of sick, vacation, comp or unpaid leave for the 12 weeks.	12/12/2023 10:50 AM
6	Use of sick leave and other accrued leave	12/12/2023 10:40 AM
7	Must use paid time off (sick, comp, vacation, personal, etc.)	12/12/2023 10:23 AM
8	Paid	12/12/2023 10:09 AM
9	Employee would use accumulated PTO; after PTO is exhausted the remainder would be unpaid leave	12/12/2023 10:00 AM
10	Paid	12/12/2023 10:00 AM
11	Employees may utilize sick, vacation, personal, and floating holiday banks. But no time remains in their banks, then it becomes unpaid.	12/12/2023 9:50 AM
12	unpaid	12/12/2023 9:43 AM
13	all if the employee has cumulated leave.	12/12/2023 9:42 AM
14	The weeks are paid. Once exhausted, employees have the option of using sick and/or vacation or unpaid leave under FMLA	12/12/2023 9:30 AM

Q5 Is the leave applied towards accrued vacation and/or sick time?

Answered: 15 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	60.00% 9
No	20.00% 3
Other (please specify)	20.00% 3
TOTAL	15

#	OTHER (PLEASE SPECIFY)	DATE
1	Employees may use their accumulated paid time off	12/13/2023 10:46 AM
2	Sick leave	12/12/2023 10:09 AM
3	policy silent on this issue	12/12/2023 9:43 AM

Q6 What is your eligibility to be considered for parental leave?

Answered: 15 Skipped: 2

#	RESPONSES	DATE
1	FMLA requires 1 year of service and 1250 hours worked during the last 12 months. Making an exception to this can be requested and would be decided on a case by case basis by the Township Administrator.	12/18/2023 4:27 PM
2	N/A	12/14/2023 8:08 AM
3	See policy	12/13/2023 10:46 AM
4	12 months of service	12/13/2023 8:18 AM
5	Maternity leave is same requirements as FMLA (12 months, 1,250 hours)	12/12/2023 12:15 PM
6	Criteria for FMLA leave applies otherwise, full time employees may use sick leave for hospital time (& recovery if employee is the birthing parent) and then a combination of vacation/comp.	12/12/2023 10:50 AM
7	Meeting FMLA requirements for paternity leave beyond the 2 weeks of sick leave	12/12/2023 10:40 AM
8	N/A	12/12/2023 10:23 AM
9	None	12/12/2023 10:09 AM
10	Eligibility as defined by FMLA - The birth of a son or daughter or placement of a son or daughter with the employee for adoption or foster care, and to bond with the newborn or newly-placed child	12/12/2023 10:00 AM
11	Mothers and fathers	12/12/2023 10:00 AM
12	No	12/12/2023 9:50 AM
13	any full time employee	12/12/2023 9:43 AM
14	We follow the Federal law	12/12/2023 9:42 AM
15	No longer on probationary status.	12/12/2023 9:30 AM

Q7 Please send any relevant policies to CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

Answered: 2 Skipped: 15

#	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>	12/13/2023 10:46 AM
2	sent	12/12/2023 9:43 AM

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:26:59 AM
Last Modified: Tuesday, December 12, 2023 9:29:52 AM
Time Spent: 00:02:52
IP Address: 66.42.140.2

Page 1

Q1

What is your name and jurisdiction?

Kelli Kline - City of Lebanon

Q2**Standalone Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

80 hours maternity
40 hour paternity**Q4**

Of the weeks listed, are they paid in full or is there an unpaid portion?

The weeks are paid. Once exhausted, employees have the option of using sick and/or vacation or unpaid leave under FMLA

Q5**No**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

No longer on probationary status.

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#2

COMPLETE

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Started: Tuesday, December 12, 2023 9:30:46 AM
Last Modified: Tuesday, December 12, 2023 9:31:24 AM
Time Spent: 00:00:38
IP Address: 74.219.125.157

Page 1

Q1

What is your name and jurisdiction?

Centerville-Washington Park District

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3**Respondent skipped this question**

If yes, how many weeks do you offer for maternity/paternity leave?

Q4**Respondent skipped this question**

Of the weeks listed, are they paid in full or is there an unpaid portion?

Q5**Respondent skipped this question**

Is the leave applied towards accrued vacation and/or sick time?

Q6**Respondent skipped this question**

What is your eligibility to be considered for parental leave?

Q7**Respondent skipped this question**

Please send any relevant policies to CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:40:50 AM
Last Modified: Tuesday, December 12, 2023 9:42:19 AM
Time Spent: 00:01:28
IP Address: 69.61.193.21

Page 1

Q1

What is your name and jurisdiction?

city of deer park

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

6 weeks

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

all if the employee has cumulated leave.

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

We follow the Federal law

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:34:46 AM
Last Modified: Tuesday, December 12, 2023 9:42:55 AM
Time Spent: 00:08:09
IP Address: 174.61.127.151

Page 1

Q1

What is your name and jurisdiction?

Lori Thompson - City of Madeira

Q2**Standalone Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

3 months

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

unpaid

Q5

Is the leave applied towards accrued vacation and/or sick time?

Other (please specify):
policy silent on this issue**Q6**

What is your eligibility to be considered for parental leave?

any full time employee

Q7

Please send any relevant policies to CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

sent

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:45:55 AM
Last Modified: Tuesday, December 12, 2023 9:50:26 AM
Time Spent: 00:04:31
IP Address: 76.190.117.50

Page 1

Q1

What is your name and jurisdiction?

City of Clayton

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

12 weeks

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Employees may utilize sick, vacation, personal, and floating holiday banks. But no time remains in their banks, then it becomes unpaid.

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

No

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:26:43 AM
Last Modified: Tuesday, December 12, 2023 10:00:03 AM
Time Spent: 00:33:20
IP Address: 50.5.205.229

Page 1

Q1

What is your name and jurisdiction?

David Lumsden, Glendale

Q2**Standalone Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

Sick time may be used for mothers, up to 3 days sick leave for fathers

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Paid

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

Mothers and fathers

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 9:46:07 AM
Last Modified: Tuesday, December 12, 2023 10:00:11 AM
Time Spent: 00:14:04
IP Address: 66.42.178.78

Page 1

Q1

What is your name and jurisdiction?

Beth Gunderson
 Sycamore Township

Q2

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Other (please specify):

Leaves of Absence for pregnancy, childbirth and new parents is addressed in our handbook, but new parent leave follows FMLA guidelines

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

12 weeks leave per FMLA

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Employee would use accumulated PTO; after PTO is exhausted the remainder would be unpaid leave

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

Eligibility as defined by FMLA - The birth of a son or daughter or placement of a son or daughter with the employee for adoption or foster care, and to bond with the newborn or newly-placed child

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 10:07:47 AM
Last Modified: Tuesday, December 12, 2023 10:08:56 AM
Time Spent: 00:01:08
IP Address: 216.196.244.58

Page 1

Q1

What is your name and jurisdiction?

Addyston

Q2**Standalone Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

8 weeks

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Paid

Q5

Is the leave applied towards accrued vacation and/or sick time?

Other (please specify):
Sick leave**Q6**

What is your eligibility to be considered for parental leave?

None

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 10:11:15 AM
Last Modified: Tuesday, December 12, 2023 10:23:08 AM
Time Spent: 00:11:52
IP Address: 66.161.212.226

Page 1

Q1

What is your name and jurisdiction?

Jeff Weckbach, Colerain

Q2

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Other (please specify):
Sick leave policy**Q3**

If yes, how many weeks do you offer for maternity/paternity leave?

Up to 12 weeks, per FMLA. Mother is eligible for a sick bank for the leave if she does not have enough hours on the books.

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Must use paid time off (sick, comp, vacation, personal, etc.)

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

N/A

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 10:36:42 AM
Last Modified: Tuesday, December 12, 2023 10:39:34 AM
Time Spent: 00:02:52
IP Address: 216.196.229.222

Page 1

Q1

What is your name and jurisdiction?

Jessica Chaney - Indian Hill

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

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.

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Use of sick leave and other accrued leave

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

Meeting FMLA requirements for paternity leave beyond the 2 weeks of sick leave

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 10:45:32 AM
Last Modified: Tuesday, December 12, 2023 10:49:59 AM
Time Spent: 00:04:26
IP Address: 216.196.128.138

Page 1

Q1

What is your name and jurisdiction?

Lori Chaney
City of Blue Ash

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

The City offers up to 12 weeks under FMLA.

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Employees can use a combination of sick, vacation, comp or unpaid leave for the 12 weeks.

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

Criteria for FMLA leave applies otherwise, full time employees may use sick leave for hospital time (& recovery if employee is the birthing parent) and then a combination of vacation/comp.

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 12:09:16 PM
Last Modified: Tuesday, December 12, 2023 12:14:43 PM
Time Spent: 00:05:27
IP Address: 66.161.250.150

Page 1

Q1

What is your name and jurisdiction?

Melanie Hermes and Delhi Township

Q2

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Other (please specify):

Standalone maternity policy. Paternity with sick time and fmla.

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

8 weeks maternity leave, then up to 12 weeks FMLA.

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Maternity leave is paid. FMLA is used with paid leave followed by unpaid leave is exhausted.

Q5**No**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

Maternity leave is same requirements as FMLA (12 months, 1,250 hours)

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 12, 2023 1:35:09 PM
Last Modified: Tuesday, December 12, 2023 1:36:06 PM
Time Spent: 00:00:57
IP Address: 216.196.183.170

Page 1

Q1

What is your name and jurisdiction?

Sarah Hunold, City of Monroe

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

We do not offer a separate maternity/paternity leave policy

Q4**Respondent skipped this question**

Of the weeks listed, are they paid in full or is there an unpaid portion?

Q5**Respondent skipped this question**

Is the leave applied towards accrued vacation and/or sick time?

Q6**Respondent skipped this question**

What is your eligibility to be considered for parental leave?

Q7**Respondent skipped this question**Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, December 13, 2023 8:06:59 AM
Last Modified: Wednesday, December 13, 2023 8:17:48 AM
Time Spent: 00:10:49
IP Address: 69.61.162.234

Page 1

Q1

What is your name and jurisdiction?

Pierce Township

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

12

Q4**Respondent skipped this question**

Of the weeks listed, are they paid in full or is there an unpaid portion?

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

12 months of service

Q7**Respondent skipped this question**

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, December 13, 2023 10:28:49 AM
Last Modified: Wednesday, December 13, 2023 10:46:09 AM
Time Spent: 00:17:19
IP Address: 69.61.243.170

Page 1

Q1

What is your name and jurisdiction?

Scot Lahrmer
Amberley Village, Ohio

Q2

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Other (please specify):
Standalone Parental Leave

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

6 weeks

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Unpaid unless paid through employee's accumulated leave balances

Q5

Is the leave applied towards accrued vacation and/or sick time?

Other (please specify):
Employees may use their accumulated paid time off

Q6

What is your eligibility to be considered for parental leave?

See policy

Q7

Please send any relevant policies to CGaylor@MontgomeryOhio.gov and 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 4-1 3-20)

#16

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, December 14, 2023 8:02:38 AM
Last Modified: Thursday, December 14, 2023 8:08:22 AM
Time Spent: 00:05:43
IP Address: 66.161.159.90

Page 1

Q1

What is your name and jurisdiction?

City of Fairfield

Q2

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Other (please specify):

It is incorporated in to a few of our CBA's

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

FOP = 3 days; IAFF = 24 hrs; AFSCME = up to 10 days leave without pay

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

FOP and IAFF are paid days; AFSCME is unpaid

Q5**No**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

N/A

Q7

Respondent skipped this question

Please send any relevant policies to
CGaylor@MontgomeryOhio.gov and CSmith@C4LG.org

#17

COMPLETE

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Q1

What is your name and jurisdiction?

Miami Township (Clermont County)

Q2**FMLA Policy**

Does your community have a standalone maternity/paternity leave policy or do you incorporate that into your FMLA policy?

Q3

If yes, how many weeks do you offer for maternity/paternity leave?

up to 12 weeks per FMLA

Q4

Of the weeks listed, are they paid in full or is there an unpaid portion?

Sick time may be used if there is a medical necessity. All other time is paid with vacation time/comp time. We also offer short term disability insurance to employees during open enrollment.

Q5**Yes**

Is the leave applied towards accrued vacation and/or sick time?

Q6

What is your eligibility to be considered for parental leave?

FMLA requires 1 year of service and 1250 hours worked during the last 12 months. Making an exception to this can be requested and would be decided on a case by case basis by the Township Administrator.

Q7

Respondent skipped this question

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