

Rule # 5-60

Family Friendly Policies

§§:

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§ 5-60-010 Policy

It is the County's policy to recognize the importance of the family, and the importance of providing a workplace that allows our employees to meet their family health and dependent care obligations, including child and elder care. The County knows that "families" may take many different forms, and recognizes through the inclusion of domestic partners, domestic partners' families, and household members in various County policies and benefits.

The County is committed to addressing family needs through appropriate work and family policies and a workplace that supports employees in achieving a healthy balance between work and family. As new policies, rules, and contract agreements are developed, consideration will be given to their impact on employee's family needs, and every effort will be made to reflect this commitment while assuring quality services to the citizens of Multnomah County.

§ 5-60-020 Existing Family Friendly Policies and Bargaining Provisions

Accordingly, the following policies and collective bargaining provisions have been adopted or approved by the County to help employees achieve a balance between work and family as business needs allow:

- A. Flexible Work Schedules
- B. Job Sharing, which is defined as a full-time position that is held by two (2) employees on a shared basis, thus each employee works .5 FTE.
- C. Teleworking
- D. Inclusion of domestic partners in leave policies and benefit programs
- E. Treatment of employees at .8 FTE and above as full-time employees for benefits programs. Their leave accruals; however, are calculated on a pro-rata basis.
- F. Sick Leave coverage for illness of employee and immediate household members
- G. Vacation Leave
- H. Holiday Leave, including alternate religious holiday option

- I. Special Leaves with Pay
- J. Bereavement Leave
- K. Federal and State Family Medical Leave
- L. Leave without Pay
- M. Catastrophic (Donated) Leave Program
- N. County Paid Parental Leave
- O. State Paid Leave

§ 5-60-030 Family Friendly Benefits and Programs

The following are additional benefits and programs that the County provides to employees to help support their family and dependent needs:

- A. Medical, Dental and Life Insurance Benefits
- B. Flexible Spending Account
- C. Long Term and Short Term Disability Programs
- D. Part-Time employees may elect a zero percent (0%) cost share health plan
- E. Employee Assistance Program
- F. Health and Wellness Programs
- G. Workplace Accommodation for Lactation