

OKOLONA FIRE PROTECTION DISTRICT

PARENTAL LEAVE POLICY

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Administrative

PARENTAL LEAVE

A. Okolona Fire Protection District (OFPD) employees who give birth shall have the same paid leave benefits as in the separate Sick Leave policy. A birthing parent may also utilize paid leave for prenatal care.

B. Following birth, a non-birthing parent may utilize the following paid Parental Leave hours:

<u>Employee Type</u>	<u>Hours granted</u>
40-Hour	160 Hours
24/48	240 Hours
12 - Hour	168 Hours

If a non-birthing parent requires more time off than reflected in the above chart then any other paid Leave may be utilized. If a Non-birthing parent has zero other paid leave, then the employee may request unpaid leave by utilizing the appropriate FMLA form(s). Should any supervisor grant any employee any form of paid time off when the employee does not have the time then KRS 75.130 disciplinary charges shall be filed against the offending supervisor.

C. Pursuant to KRS 337.015 (1), OFPD employees who adopt a child under the age of ten (10) shall have the same leave benefits as in the separate Sick Leave policy. Further, KRS 337.015 mandates at (2) If OFPD provides paid leave or any other benefits to employees who are birth parents following the birth of a child, it shall also provide the same type, amount and duration of paid leave and other benefits to employees following the adoption of a child. And (3) This section shall not apply to an adoption by a fictive kin, stepparent, stepsibling, blood relative, including a relative of halfblood, first cousin, aunt, uncle, nephew, niece, and a person of a preceding generation as denoted by prefixes of grand, great, or great-great, or a foster parent who adopts a foster child who is already in their care.