

SECTION 4.2.17: EMERGENCY CHILD AND OLDER ADULT CARE LEAVE.

A. Definition.

1. Emergency Child Care Leave is a paid leave, for an eligible employee which is available when an employee becomes aware they will require time off to arrange for or to provide childcare when a care provider for a child under the age of 13 is unavailable. Situations involving special circumstances or care for individuals who fall outside of this age range may be approved depending upon specific facts.
2. Emergency Older Adult Care Leave is a paid leave, which is available when an employee becomes aware they will require time off to arrange for or to provide care when a care provider for an older adult who is 60 or older is unavailable. Situations involving special circumstances or care for individuals who fall outside of this age range may be approved depending upon specific facts.
3. Emergency Child and Older Adult Care Leave can be taken in hour increments up to three (3) workdays each fiscal year. There is no carryover balance from one fiscal year to the next.

B. Eligibility.

Effective January 22, 2024, permanent regular employees in a paid status preceding the commencement of the leave shall be eligible for Emergency Child and Older Adult Care leave. There is no length of service requirement. The leave may be used for an unplanned and unexpected situation where a care provider is unable to care for the employee's child and/or older adult.

- a) A child is defined as follows: A child, which includes biological, adopted, or a foster child, stepchild, a legal ward, or a child of a person standing in loco parentis, who is under the age of 13 years.
- b) Older adult care is defined as: A person who is 60 or older who may or may not live in the employee's household but who is like family or related by blood.

(Added 02/02/96, Ord. No. 8639)

(Repealed 01/18/08, Ord. No. 9912)

(Added 02/27/24, Ord. No. 10890)