

**Adopting The Ulster County Parental Leave Program**

Referred to: The Ways and Means Committee (Chairman Gavaris and Legislators Collins, Hansut, Kovacs, Nolan, Roberts, and Uchitelle)

Legislator Joe Donaldson offers the following:

WHEREAS, this resolution has been submitted at the request of the County Executive on behalf of the Personnel Department; and

WHEREAS, Ulster County does not currently have a paid parental leave program for employees; and

WHEREAS, employees may take unpaid leave through the Family Medical Leave Act (FMLA), or use their accrued paid time off balances to offset their unpaid time off for purposes of maternity leave; and

WHEREAS, the County does not have an established paternity leave program; and

WHEREAS, Ulster County recognizes the importance of supporting employees in balancing their work and family responsibilities; and

WHEREAS, Ulster County recognizes the importance of bonding and caring for a newborn or adopted child; and

WHEREAS, such a program must be negotiated and implemented in consultation with each bargaining unit; and

WHEREAS, it is the intent of the County Executive to negotiate and implement a paid parental leave program for the benefit of all Ulster County employees; now, therefore, be it

RESOLVED, that the Ulster County Legislature hereby establishes the Paid Parental Leave Program, as attached and entitled “Exhibit A;” and, be it further

RESOLVED, that the Ulster County Paid Parental Leave Program shall take effect immediately, unless subject to approval through a collective bargaining agreement; and, be it further

RESOLVED, that the Ulster County Director of Personnel shall update all applicable documents and personnel manuals to reflect adoption of the Ulster County Paid Parental Leave Program,

and moves its adoption.

**Resolution No. 119      March 18, 2025**

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ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

Passed Committee: Ways and Means on \_\_\_\_\_.

FINANCIAL IMPACT:

TBD