

Resolution No. 119 – Exhibit A

Ulster County Parental Leave Program

The Ulster County Parental Leave Program provides up to 12-weeks of paid time off for parental leave (including adoptions) at full pay. This program will run concurrently with FMLA for employees who are eligible for FMLA.

1. The Ulster County Parental Leave Program shall be available to all full-time County employees who have at least six (6) months of County employment at no cost to the employee.
2. The purpose of the Parental Leave Program is to allow the parent(s) a twelve (12) week period of bonding with the child, following the birth or adoption of the child.
3. Parental Leave shall be for a maximum of twelve (12) weeks with pay, not subject to the use of accruals.
4. If both parents are employed by the County, the twelve (12) weeks of Parental Leave must be taken concurrently.
5. County employees may only utilize the twelve (12) weeks of Parental Leave once during a twelve (12) month period, commencing with the birth of the child and/or the date of adoption.