



Legislation Text

File #: 24-180, Version: 1

Memorandum

Date: February 27, 2024

To: The Honorable Lake County Board of Supervisors

From: Pam Samac, Human Resources Director

Subject: Approve Rule 1513 Reproductive Loss Leave Policy

Executive Summary:

On Oct. 11, California Gov. Gavin Newsom signed Senate Bill 848 into law allowing for up to five days of unpaid time off work for reproductive-related losses effective Jan 1, 2024.

Staff submits for your Board's consideration and approval the attached policy 1513 Reproductive Loss Leave.

An employee can take leave following their own reproductive loss event or that of another person - such as a spouse or partner - if the employee would have been the parent of the child born or adopted.

Employees are eligible for reproductive loss leave if they have worked for the County for 30 days prior to the qualifying reproductive loss event.

A reproductive loss event is defined as the day, or for a multiple-day event, the final day of one of the following:

- Miscarriage
- Stillbirth
- Failed adoption: The dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party.
- Failed surrogacy: The dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate.
- Unsuccessful assisted reproduction: An unsuccessful round of intrauterine insemination or an assisted reproductive technology procedure (i.e., artificial insemination or an embryo transfer, including gamete and embryo donation).

If not budgeted, fill in the blanks below only:

Estimated Cost: _____ Amount Budgeted: _____ Additional Requested: _____ Future Annual Cost: _____

Purchasing Considerations (check all that apply):

☐ Not applicable

☐ Fully Article X. <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI>- and/or Consultant Selection Policy <[http://lcnet.co.lake.ca.us/Assets/Intranet/Policy/Policies+\\$!26+Procedures+Manual/Ch4_2021v2.pdf](http://lcnet.co.lake.ca.us/Assets/Intranet/Policy/Policies+$!26+Procedures+Manual/Ch4_2021v2.pdf)>-Compliant (*describe process undertaken in "Executive Summary"*)

☐ Section 2-38 <https://library.municode.com/ca/lake_county/codes/code_of_ordinances?nodeId=COOR_CH2AD_ARTXPU_S2-38EXCOBI> Exemption from Competitive Bidding (*rationale in "Executive Summary," attach documentation, as needed*)

☐ For Technology Purchases: Vetted and Supported by the Technology Governance Committee <<http://lcnet.co.lake.ca.us/Assets/Intranet/Intranet+Forms/Information+Technology/AdvPlan.pdf>> ("Yes," if checked)

☐ Other (*Please describe in Executive Summary*)

Consistency with Vision 2028 <<http://www.lakecountyca.gov/Government/Directory/Administration/Visioning/Vision2028.htm>>

(check all that apply):

☐ Not applicable

☐ Well-being of Residents

☐ Public Safety

☐ Disaster Prevention, Preparedness, Recovery

☐ Economic Development

☐ Infrastructure

☐ County Workforce

☐ Community Collaboration

☐ Business Process Efficiency

☐ Clear Lake

Recommended Action: Approve Policy 1513 Reproductive Loss Leave.