



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 23-3117, Version: 1

PROPOSED RESOLUTION

TWELVE WEEK PAID PARENTAL LEAVE POLICY

WHEREAS, Cook County is committed to creating an inclusive environment for employees at every stage of their lives; and

WHEREAS, a consistent parental paid leave policy for all parents regardless of how an employee chooses to become a parent leads to equitability for all family structures; and

WHEREAS, traditional parental leave policies were not inclusive of the varied pathways to parenthood; and

WHEREAS, the Cook County Bureau of Human Resources has developed a Twelve Week Paid Parental Leave policy that would provide paid parental leave for the birth of a newborn (including gestational surrogacy) or the placement of a child with an employee in connection with adoption or foster care; and

WHEREAS, the Twelve Week Paid Parental Leave policy shall enable eligible employees to receive their full base salary for up to twelve weeks post-qualifying parental event; and

WHEREAS, Cook County shall adopt the Twelve Week Paid Parental Leave policy to offer all eligible full-time employees Twelve Week Paid Parental Leave, subject to collective bargaining; and

WHEREAS, to be eligible, the employee must have been a full-time employee with the County for at least twelve (12) consecutive months immediately preceding the first date of the leave request; and

WHEREAS, the employee must meet one of the following criteria to establish a qualifying parental event: 1) birth parent 2) non-birthing biological parent 3) intended parent of a gestational surrogacy 4) parent of adopted child or 5) foster parent placed with a foster child age 17 or younger; and

WHEREAS, employees with less than twelve (12) consecutive months of County employment, should contact the BHR Leave Manager or Agency Leave Manager to determine their eligibility for other leaves of absence offered pursuant to Personnel Rules or applicable statutes; and

WHEREAS, the 12-Week Paid Parental Leave is limited to one occurrence during a twelve (12) month period; and

WHEREAS, the Twelve Week Paid Parental Leave policy shall replace, supersede, and nullify the previous version(s) of Cook County Paid Parental Leave; and

NOW, THEREFORE, BE IT RESOLVED, that the President and Board of Commissioners of Cook County does hereby authorize the Bureau of Human Resources to implement a Twelve Week Parental Leave policy on or before July 1, 2023; and

BE IT FURTHER RESOLVED, that all Cook County agencies and offices shall work with the Bureau of Human Resources to implement the Twelve Week Paid Parental Leave policy as drafted by the Bureau of Human Resources in all Cook County agencies and offices.