

**CPPW makes the following proposal on Family Leave on April 4, 2024. CPPW reserves the right to modify or adjust as negotiations continue so long as no TA has been reached.**

**NOTE – We have greatly simplified this article language from that of other CBAs because of the PFML and changes to HRARs.**

#### **ARTICLE \_\_\_\_ FAMILY LEAVE**

**Section 1, General.** To provide employees the opportunity to balance their family commitments with their employment obligations, the City shall grant Family Leave to employees in accordance with the Federal Family and Medical Leave Act of 1993, The Oregon Family Leave Act (ORS 659A.150 through 659A.186), Paid Leave Oregon, and as designated in the City's Human Resources Administrative Rules 6.05 (B) Oregon Paid Family and Medical Leave.

**Section 2, Changes.** Any subsequent changes in the laws or rule referenced herein will result in notice to the CPPW about the change and expedited bargaining, should CPPW demand to bargain.

**Section 3, Washington Residents.** Notwithstanding anything to the contrary herein, the City shall maintain compliance with RCW 50A.04 for Washington Paid Family Medical Leave (WAPFML) and Washington State requirements for administering WAPFML for employees who qualify for such benefits.