

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING AN IMPLEMENTATION OF AN ORGAN AND BONE MARROW DONOR LEAVE PROGRAM FOR COUNTY OF SAN MATEO EMPLOYEES

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County has a very generous leave policy that aligns with Federal and State laws, including the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA); and

WHEREAS, County staff has recommended an organ and bone marrow donor leave program for County employees with benefits similar to those set forth in California Labor Code § 1510 and will provide up to 30 scheduled work days paid leave, plus up to 30 scheduled work days of unpaid leave, in a one-year period for organ donation and/or up to five business days paid leave in a one-year period for bone marrow donation; and

WHEREAS, under this program employees will be entitled to job restoration and continued benefits, and may not be retaliated against for taking leave, and donor leave will not run concurrently with federal Family and Medical Leave Act (FMLA) or California Family Rights Act (CFRA) leave; and

WHEREAS, this Board of Supervisors find that these recommendations are in alignment with the County's goals of providing competitive leaves and benefits for employees while maintaining fiscal sustainability, equity and competitiveness with the Bay Area workforce market and that this Policy shall apply to all County employees and

that the County provided the policy to all labor organizations prior to presentation to this Board; and

WHEREAS, this Board has examined and approved the Organ and Bone Marrow Donor Leave Program and its terms as described herein and desires to authorize the same.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that this Board of Supervisor hereby authorizes the implementation of the Organ and Bone Marrow Leave Program.

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