

**THE SUMMIT AND MEDINA WORKFORCE AREA COUNCIL OF GOVERNMENTS
FOR OHIO LOCAL WORKFORCE AREA 2
RESOLUTION 2021-25**

A Resolution adopting an addition to the Summit/Medina Workforce Area Council of Governments (“SAMWA COG”) Personnel Policy Manual to include Paid Parental Leave.

WHEREAS, the Workforce Development Board (“WDB”) is defined under 20 CFR 679.310 as the body which performs planning, implementation and assessment of workforce development programs in Summit and Medina Counties;

WHEREAS, the SAMWA COG has been formed, in part, to act as the employer of staff to support the WDB in performing its mandated functions;

WHEREAS, in order to establish and define the roles, responsibilities and the related policies and procedures therein that apply to the staff hired by the SAMWA COG to support the role of the WDB, the SAMWA COG Board approved the staff’s Personnel Policies and Procedures on January 25, 2017 via Resolution 2017-03 with amendments to the manual made via Resolution 2017-12 on May 11, 2017, via Resolution 2021-03 on March 25, 2021, and via Resolution 2021-20 on October 6, 2021;

WHEREAS, the SAMWA COG finds that under the Family and Medical Leave Act (FMLA), employees are entitled to twelve (12) weeks of parental leave for the birth or adoption of a child, however, often the leave under FMLA is unpaid, which can result in a new parent taking an inadequate amount of leave to care for the newborn or newly adopted child, and Paid Parental Leave is intended to provide an opportunity for the biological parent(s) of a newly born child or adoptive parent of a newly adopted child, living in the same residence as the child, to take up to a maximum of six (6) calendar weeks of continuous paid leave to provide necessary parental care immediately following the birth or adoption of a minor child; and

WHEREAS, the SAMWA COG finds and determines, after review of all pertinent information, that it is necessary to amend Section V. of the SAMWA COG Personnel Policies Manual to add Paid Parental Leave;

NOW, THEREFORE, BE IT RESOLVED, by the SAMWA COG that:

SECTION 1

The SAMWA COG Board hereby authorizes and approves the amendments to the SAMWA COG Personnel Policies and Procedures.

SECTION 2

This Directive shall take effect immediately upon its adoption.

Ayes: 2
Nays: 0
Abstain: 0
Absent: 0

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ADOPTED this 9th day of December, 2021.



Summit County Executive

2021 

Medina County Commissioner