

RESOLUTION NO: 125-97  
AMENDING THE MASON COUNTY CODE,  
SECTION 2.28.060, TO AUTHORIZE THE USE OF  
SICK LEAVE FOR FAMILY MEMBERS AND TO  
PROVIDE FOR BEREAVEMENT LEAVE

WHEREAS, RCW 36.32.120 (6) states that the Board of County Commissioners "have the care of county property and the management of county funds and business...";

WHEREAS, RCW 36.16.070 states that "...the Board shall fix the compensation of all employees...";

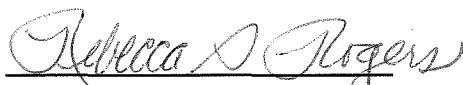
WHEREAS, the Board wishes to make certain changes in the use of leave time by employees for the illness, injury or death of their family members;

NOW, THEREFORE BE IT RESOLVED that the Board of county Commissioners do hereby amend the Mason County Code, Section 2.28.060, (Attachment A) to specify the authorized use of sick leave including the use of sick leave for the illness or injury of certain family members and to establish bereavement leave for use in the event of the death of certain family members.

APPROVED this 20th day of October, 1997


ATTEST:

BOARD OF COUNTY COMMISSIONERS  
MASON COUNTY, WASHINGTON


  
Clerk of the Board  
Rebecca S. Rogers

  
Mary Jo Cady, Chairperson

APPROVED AS TO FORM:

  
CHIEF  
Deputy Prosecuting Attorney  
Michael Cliff

  
John A Bolender, Commissioner,

  
Cynthia D. Olsen, Commissioner

C: DEPT. HEADS  
ELECTED OFFICIALS

## ATTACHMENT A

### **2.28.060 Sick and bereavement leave—Accumulation**

- (a) The employees of the county shall be entitled to and receive sick leave with pay as follows: one day sick leave for each full month of employment in the calendar year in which he (she) is first employed; provided that the employee is placed on the payroll on or before the fifteenth day of the month and actually works continuously through the remainder of the month, and thereafter, one day's sick leave for each full month's employment in each successive calendar year. Sick leave that is not used shall accumulate, except that such accumulation may not exceed one hundred fifty days. The county shall require the employee to present a certificate from a regular practicing physician or other bona fide practitioner when sick leave periods extend beyond three days. Payment shall not be made for any unused sick leave, current accumulated, future or otherwise, except as set out in Section 2.28.070 (a) and (b).
- (b) Sick leave may be used to cover those situations in which an employee is unable to work due to: (1) the employee's own health condition (illness, injury, physical or mental disability, including disability due to child birth); (2) the need to care for the employee's dependent children under the age of 18 who are ill or injured; (3) medical or dental appointments for the employee or dependent child, provided that the employee must make a reasonable effort to schedule such appointments at times which have the least interference with the work day; (4) the need to care for a spouse, parent or child of the employee who is ill or injured and requires the presence of the employee, except that no more than five (5) days of sick leave may be taken for any occurrence; (5) exposure to a contagious disease where on the job presence of the employee would jeopardize the health of others; (6) use of a prescription drug which impairs job performance or safety; (7) additional leave beyond bereavement leave for a death in the immediate family may be authorized by the Board.
- (c) The county provides regular full-time and part-time employees with paid bereavement leave for up to three (3) days in the event of the death of an immediate family member. Immediate family for purposes of bereavement leave includes only the employee's spouse, parent, grandparent, child, grandchild, sister or brother.