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Missoula County

Media Release

Contact: Katie Klietz
Communications Coordinator
Missoula County
(406) 258-3161
kklietz@missoulacounty.us



Missoula County Commissioners Approve New Parental Leave Policy

This morning the Board of Missoula County Commissioners adopted a parental leave policy to be effective July 1, 2016. The policy now extends County employees' ability to take six weeks of paid time from work after the birth or adoption of a new child. This applies to both mothers and fathers who work within the County.

“Welcoming a new baby is a wonderful occasion for moms and dads,” Commissioner Stacy Rye said. “Families shouldn't have to choose between economic hardship and returning to work with a newborn. Paid parental leave is good for moms, good for families and good for attracting and keeping high quality and skilled staff. It's also been shown to increase labor rates of women, so it's good for our larger Missoula economy. This is exactly how local government can help lead the way and make a difference for working families.”

Many employees will exhaust paid leave for the birth or adoption of a child. An employee is then challenged to have any leave remaining to cover the inevitable necessity of caring for their children when sick or when they must be away from the office. Paid parental leave helps to reduce turnover and has a positive impact on the health of the mother and child while also encouraging father-child involvement.

Adoption of paid parental leave enhances Missoula County's position as a family-friendly employer in the competitive labor market. Inclusion of this policy within the County's benefits package will further the County's ability to attract and retain qualified employees.

Regular or probationary status employees who have been employed by the County for at least 180 consecutive calendar days are eligible for paid parental leave. In the event both parents, including established domestic partners, are employed by the same department, they may take paid parental leave at the same time.

Employees are required to give their supervisor and the Missoula County Human Resources department 30 days advance notice when the leave is foreseeable in order to be eligible.

It is Missoula County's mission to be responsive and accountable to our residents by providing innovative and high quality government services in a transparent, cost effective, equitable, professional and courteous manner to enhance and protect the health, welfare, and safety of those who live in, work in, and visit Missoula County.