

Introduced by: Mayor  
Date: 11/19/02  
Action: Adopted  
Vote: 9 Yes, 0 No

**KENAI PENINSULA BOROUGH  
RESOLUTION 2002-137**

**A RESOLUTION APPROVING CHANGES TO THE PATERNITY AND ADOPTIVE  
LEAVE PROVISIONS OF THE COLLECTIVE BARGAINING AGREEMENT**

**WHEREAS**, paternity and adoptive leave provisions contained in the collective bargaining agreement differ from those which apply to maternity leave; and

**WHEREAS**, having the same provisions is fair and equitable; and

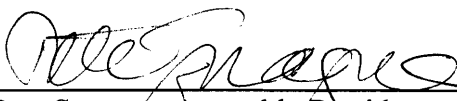
**WHEREAS**, concerns regarding equal protection and sex discrimination would be alleviated;

**NOW, THEREFORE, BE IT RESOLVED BY THE ASSEMBLY OF THE KENAI  
PENINSULA BOROUGH THAT:**

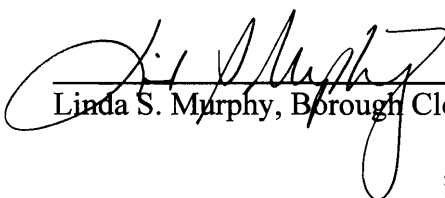
**SECTION 1.** The attached letter of agreement between the Kenai Peninsula Borough and the Kenai Borough Employees Association making provisions for paternity or adoptive leave the same as maternity leave is approved and incorporated by reference.

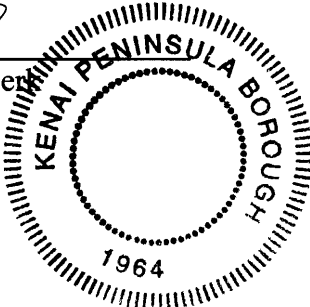
**SECTION 2.** This resolution is effective retroactive to October 10, 2002, the date of the letter of agreement.

**ADOPTED BY THE ASSEMBLY OF THE KENAI PENINSULA BOROUGH THIS  
19TH DAY OF NOVEMBER, 2002.**

  
Pete Sprague, Assembly President

ATTEST:

  
Linda S. Murphy, Borough Clerk



Letter of Agreement  
between the  
Kenai Peninsula Borough  
and the  
Alaska Public Employees Association/AFT  
Representing the  
Kenai Borough Employees Association

It is hereby agreed and understood between the parties that the following constitutes the full agreement regarding adoptive and paternity leave. The provisions of Article 30 are herein modified as follows:

Section 9. Paternity Leave.

The Borough shall grant male [40 hour employees 80 hours and male 56 hour] employees [112 hours of] paternity leave [to be deducted from their sick leave accrual, or to be granted as annual leave if insufficient sick leave is available, or to be granted as leave without pay if insufficient annual leave is available] in the same manner as the Borough grants maternity leave.


Section 10. Adoptive Leave.

The Borough shall grant employees leave [An Employee shall be entitled up to a total of 80 hours of sick leave (or 112 hours in the case of 56 hour employees)] to attend to activities involved in adoption proceedings and to care for newly adopted children. [In the event the child to be adopted is younger than 2 hears of age, an employee shall be entitled to use up to 320 hours of sick leave. Annual leave may be used if insufficient sick leave is available, or leave without pay may be used if insufficient annual leave is available] in the same manner as the Borough grants maternity leave.

Entered into this 10<sup>TH</sup> day of OCTOBER, 2002, at Soldotna, Alaska and effective only upon approval of the borough assembly.

For the Kenai Peninsula Borough:

For the APEA/AFT:



Richard Campbell  
General Services Director  
Kenai Peninsula Borough



Dennis Geary  
Assistant Business Manager  
APEA/AFT