

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

10.04.18 EMPLOYMENT OF COUPLES



Adopted:	12/20/16
Reviewed:	06/30/23
Revised:	00/00/00
Approved:	<i>Lonnie J Rash</i>

Purpose: To comply with the Family Medical Leave Act and District Policy regarding leave for couples employed by the District.

References: Family Medical Leave Act

Procedure:

1. If both a member and his/her spouse or domestic partner works for the District and the member requests leave for the birth, adoption or foster care placement of a child, to care for a new child, or to care for a sick parent, the total annual FMLA leave available to the member as a couple for those purposes is a total of 12 weeks.
2. Each spouse is, however, eligible for the full 12 weeks of leave in the 12-month leave period to care for a child, spouse, or registered domestic partner with a serious health condition, or for either employee's own serious health condition.