

North Central Solid Waste Authority
Resolution Number 2025-07-01
A Resolution by the Board of Directors of North Central Solid Waste Authority
Amending the NCSWA Personnel Policy Section 10 Leave

WHEREAS, the Board of Directors of North Central Solid Waste Authority (NCSWA) met in regular session; and

WHEREAS, it is important for the development of children and the family unit that fathers and mothers be available to care for a newborn child.

WHEREAS, the Board supports employees and has determined that an amendment to the Personnel Policy is in the best interests of the employees; and

WHEREAS, the Board of Directors fully supports this amendment.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS as follows:

BE IT RESOLVED that:

1. Section 10 Leave of the NCSWA Personnel Policy is amended as stated herein.
2. This amendment will take effect immediately upon approval by the Board of Directors.

NOW THEREFORE BE IT RESOLVED that Section 10 is amended to include the following:

Section 10.10 Leave for the Birth of a Child

1. Any parent (father or mother) may take up to three (3) days of paid leave upon the birth, adoption, or surrogacy of their child.
2. The leave authorized under this provision is in addition to any leave the employee may use due to the birth of their child.
3. Leave may start the day of the birth of the child or may be taken immediately after the child is born, and must be taken consecutively.
4. Leave is authorized only for the birth of their child and is not applicable to other children such as grandchildren, etc.

PASSED AND ADOPTED on this _____ day of _____, 2025.

Alex Naranjo, Chairman or
Jeremy Maestas, Vice Chairman

State of _____ County of _____
This instrument was acknowledged before me on _____ (date)
By _____ (name of notary)

Signature of notarial officer