Resolution 26-30

Whitman County Rural Library District, Board of Trustees

A resolution adopting a revised Policy 7.8, Family and Medical Leave Personnel Procedure (FMLA and PFML), and repealing the prior version.

WHEREAS, the Board of Trustees of the Whitman County Rural Library District (the "District") has adopted a Family and Medical Leave Policy (Chapter 4.26) and a related administrative procedure, Policy 7.8, to explain how that policy is carried out; and

WHEREAS, the current Policy 7.8 describes the Washington Family Leave Act, which was repealed when the Washington Paid Family and Medical Leave program (PFML) took effect on January 1, 2020; and

WHEREAS, the current Policy 7.8 does not address PFML, including the 2026 changes to PFML job protection, health benefit continuation, and employer notice requirements; and

WHEREAS, the current Policy 7.8 does not reflect the 2013 amendments to the federal Family and Medical Leave Act (FMLA) regulations, including qualifying exigency leave for families of members of the Regular Armed Forces, the parental care exigency category, up to 15 days of Rest and Recuperation exigency leave, and military caregiver leave for covered veterans; and

WHEREAS, the District has 45 employees and is a covered public agency under the FMLA, and the Board wishes to continue extending FMLA-equivalent leave rights to eligible employees as a matter of District policy, whether or not federal law requires it; and

WHEREAS, the Board has reviewed the revised Policy 7.8, titled "Family and Medical Leave Personnel Procedure (FMLA and PFML)," a copy of which is attached as Exhibit A, and finds that adopting it serves the District and its employees;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Whitman County Rural Library District as follows:

1. **Adoption.** The revised Policy 7.8, Family and Medical Leave Personnel Procedure (FMLA and PFML), attached as Exhibit A, is adopted.

2. **Repeal and replacement.** The prior Policy 7.8, Family and Medical Leave Personnel Procedure (FMLA/FLA), is repealed and replaced in its entirety by Exhibit A.
3. **Principal changes.** The revised Policy 7.8 does the following:
    a. removes the repealed Washington Family Leave Act and adds the Washington Paid Family and Medical Leave program;
    b. continues FMLA-equivalent leave for eligible employees as District policy;
    c. adopts PFML job protection after 180 calendar days of employment, with no minimum hours requirement;
    d. continues the District's share of group health premiums for any period of job protection under the policy or PFML;
    e. updates military exigency and military caregiver leave to current federal rules;
    f. updates pregnancy disability, definition, certification, and notice provisions to current law.
4. **Implementation.** The Executive Director is authorized and directed to carry out the revised Policy 7.8, including preparing forms and notices, posting required FMLA and PFML notices, giving written notice of this change to all employees, and training supervisors on the revised procedure.
5. **Legal review and technical corrections.** The Executive Director may make non-substantive corrections to Exhibit A, such as typographical and formatting corrections and conforming citations, and may consult the District's legal counsel to confirm that the revised procedure complies with current law. Any substantive change requires Board approval.
6. **Related policies.** The Executive Director will review Chapter 4.26 and related leave policies for consistency with the revised Policy 7.8 and will report any needed amendments to the Board.
7. **Effective date.** This resolution and the revised Policy 7.8 take effect on 10/20/2026.
8. **Severability.** If any part of the revised Policy 7.8 is found invalid or inconsistent with state or federal law, the remainder stays in effect, and the law controls.

ADOPTED by the Board of Trustees of the Whitman County Library on 10/20/2026.

Heather Lustig, Chair

Cindy Alred

Blaine Golden

Colin Haffner

Sue Kreikemeier