



**WHATCOM COUNTY  
EXECUTIVE ORDER 2018-04**

**EXPANDING PATERNITY LEAVE**

**WHEREAS**, the Washington State legislature passed a new paid sick leave law beginning in January 1, 2018 which expands allowable uses of sick leave to promote public health, family stability, and economic security; and

**WHEREAS**, current County policy and collective bargaining agreements restrict employees to a maximum of 40 hours of sick leave at the time of birth by their legal spouse;

**NOW, THEREFORE, BY** virtue of the power vested in me by the home rule charter for Whatcom County, I hereby declare the following:

The County will allow an employee to use accrued sick leave to care for their legal spouse or registered domestic partner during pregnancy and/or childbirth disability.

This Executive Order remains in force until the 40-hour limit has been removed from other policy documents.

**DATED** this 12<sup>th</sup> day of April 2018.

  
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Jack Louws, Whatcom County Executive