



BOARD OF REGENTS

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. box 1258
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3291/3843
Fax: (692) 625-7203
Email: bor.regents@cml.edu

COLLEGE OF THE MARSHALL ISLANDS

BOARD RESOLUTION - No. 2022 - 012

“A RESOLUTION TO APPROVE REVISIONS TO POLICY 7.7 PARENTAL LEAVE POLICY”

RESOLVED the College of the Marshall Islands’ Finance, Risk and Assessment Committee approved the new policy **7.7 Parental Leave Policy**.

FURTHER RESOLVED, that the Board’s consideration and approval of policy **7.7 Parental Leave Policy**.

Policy Statement

The College of the Marshall Islands will provide up to 12weeks¹ (consecutive days) of paid parental leave to employees who have given birth to a child, or 20 working days if they have parental responsibility for a newborn or adopted child less than 12 months old. Parental responsibility is assumed by this policy if the Employee:

- a. Gives birth to a child, or*
- b. Is the father of a newborn and resides in the same household as the child, or*
- c. Legally adopts a child pursuant to the RMI Adoptions Act 2002 and provided the child is not yet twelve (12) months old.*

Purpose

The College believes in creating an inclusive environment for employees and understands that welcoming a new child into a family requires time to recover from childbirth and/or bonding with a newborn or adopted child.

Definitions

Parental Leave covers maternity, paternity and adoption leave.

Additional Conditions. *Additional conditions that apply to Parental Leave are listed below:*

- a. An Employee who is a grandparent may also be eligible for Parental Leave but evidence must be provided.*
- b. In the event of multiple legal adoptions, the entitlement shall be as follows:*
 - i. Twins (or two legal adoptions): thirty (30) days*
 - ii. Triplets (or three legal adoptions): thirty-five (35) days*

¹ ILO Maternity Protection Convention sets minimum maternity leave at 12 weeks.



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- iii. *Quadruplets, or more (or four or more legal adoptions) : forty (40) days.*
- c. *Parental Leave shall not be charged against the Employee's accumulated Sick Leave or Annual Leave. If the Employee requires more than these twelve (12) weeks for recovery from childbirth, leave of absence with pay may be extended providing the additional leave is charged against the Employee's Sick Leave and/or Annual Leave account.*
- d. *Absence from duty during pregnancy may be charged against Sick Leave if, in fact, the Employee was sick. Otherwise, said absence may be charged against Annual Leave, or may be treated as leave without pay.*
- e. *The Employee's health care provider will determine the date upon which to begin a leave of absence preceding childbirth. It is the Employee's responsibility to notify the College of the expected date of this leave and to provide the College a copy of the health care provider's certificate. This requirement is waived in emergencies.*
- f. *Leave of absence after childbirth ends on the day the Employee's health care provider gives written authorization for the Employee to return to work. It is the Employee's responsibility to inform the College of the day the Employee expects to return to work. This notice should be given two weeks prior to that date.*
- g. *No leave of absence with pay for parental purposes shall be granted for longer than three (3) months unless the Employee has a related, ongoing medical condition. In such cases a health care provider's statement must be provided as to why additional time off from work is required. When it is documented that a related, ongoing medical condition exists, the Employee will be placed on Short Term Disability. Where there is no ongoing medical condition and the Employee does not return to after three months of Parental Leave, the Human Resources Director will meet with the Employee's supervisor to discuss continuity of employment of the Employee and make a recommendation to the President*
- h. *Benefits for which the Employee is eligible and which are paid by the College will continue during paid Parental Leave for a period not to exceed three (3) months.*

NOW, THEREFORE, BE IT RESOLVED:

That the recommended revised policy **7.7 Parental Leave Policy** is adopted.

I, **Kathryn Relang**, Chair of the Board of Regents of the College of the Marshall Islands, do hereby certify that the above is a true and correct copy of a resolution adopted at the meeting of the Board of Regents of the College of the Marshall Islands on

May 23, 2022 at which a quorum was present and voted.



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A handwritten signature in black ink, appearing to read "Kathryn Relang", is positioned above a horizontal line.

Kathryn Relang
Chair, Board of Regents
College of the Marshall Islands