

ATTACHMENT A

AN ORDINANCE AMENDING CHAPTER 4
ARTICLE VI, Sections 4-39 and 4-65

THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO HEREBY ORDAINS:
Section 4-39, paragraph 1 and Section 4-65, paragraph 3 are rewritten to read as follows:

Section 1.

Section 4-39, paragraph 1.

The Town provides group health and hospital insurance programs for employees designated as permanent full-time and working a minimum of 37.5 hours per week.
Permanent employees working less than full-time who meet the industry standard for insurance coverage eligibility may purchase the coverage at their own expense.

Section 4-65, paragraph 3.

Family and medical leave can be used for the following reasons:

1. the birth of a child and in order to care for that child;
2. the placement of a child for adoption or foster care;
3. to care for a spouse, *domestic partner*, child (*or child of the domestic partner*), or parent with a serious health condition;
4. the serious health condition of the employee; *or*
5. *any qualifying exigency arising out of the fact that the spouse, domestic partner, child (or child of the domestic partner), or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation.*

Section 4-65, paragraph 5.

If *spouses or domestic partners* both work for the Town and each wishes to take leave for the birth of a child, adoption or placement of a child in foster care, or to care for a parent (not parent in-law) with a serious health condition, the *spouses or domestic partners* together may take only a total of 12 weeks leave under FMLA.

Section 2. All provisions of any Town ordinance in conflict with this ordinance are hereby repealed.

Section 3. This ordinance shall become effective upon adoption.