

**IFPTE Local 21, Unit 19  
Executive & Senior Management  
2022 Contract Negotiations – Solano County  
Union Proposal #7  
Date Presented: 7/18/22**

MOU Section 13.1 Maternity/Paternity/Baby Bonding Leave

Sick leave may be used during pregnancy upon certification by a physician that, due to pregnancy, an employee is no longer able to perform the duties of their ~~her~~ position. Sick leave may be used after the birth if the employee's physician certifies that the employee is not yet able to perform the duties of their ~~her~~ position. Employees who have been cleared to return to work by their physicians after pregnancy but who wish to delay their return may request use of vacation, compensatory time off or a leave without pay following normal departmental procedures. An ~~A female~~ employee may use any accrued paid leave time or leave without pay for up to four (4) months in connection with the birth of a child. However, sick leave is only available if there is a medical reason for the employee's continued absence from work.

For the Union:

For the County:

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Date:

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Date: