

County Proposal – Unit 16  
August 23, 2022

13.1 Maternity Pregnancy Disability Leave

An employee disabled by pregnancy, childbirth, or a related medical condition is entitled to up to four months of disability leave per pregnancy. 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 ~~her~~ the employee's 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 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. ~~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.