

LEAVE FOR PREGNANCY

1. Pregnant employees will be treated the same as other employees on the basis of ability or inability to work, and they are eligible for sick leave and disability benefits when medically unable to work.
2. A pregnant employee shall not be required or expected to be absent on sick leave before or after delivery, except when a physician's statement recommends that she not work due to a pregnancy related health impairment. However, if the employee's performance is below normal standards as determined by her supervisor, a physician's statement may be required for the employee to continue working.
3. The employee's work may be reasonably limited when in the normal course of duties she might be exposed to toxic substance, including radiation, or other potential health risks.
4. A pregnant employee requesting leave for pregnancy (sick leave or extended sick leave, as appropriate) is required to give reasonable advance notice to facilitate substitute arrangements. Normally fifteen working days notice is required, and a physician's statement providing an anticipated date of delivery should accompany the request for leave.
5. The length of the leave of absence, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the employee's physician.
6. Normal pregnancy and delivery should not result in a health impairment later than six weeks after the date of delivery. An employee shall be eligible for sick leave benefits after that date when a physician's statement recommends a longer period of absence for pregnancy related health impairment.
7. The District reserves the right to require a medical examination by a District physician at any time.

Education Code 87766, 88193
Government Code 12945