

POLICY 11
APPROVED AND UNAPPROVED ABSENCES

Rule 11.08 - Pregnancy Leave/Non-Occupational Disability

Employees shall be eligible for pregnancy leave of absence based upon disability or incompatibility between an employee's pregnant state and the regularly required duties of her position. A leave of absence will be granted for the purpose of pregnancy unless there is sufficient justification to deny the request.

Leave taken for reasons of pregnancy qualifies as family and medical leave and shall be applied toward the 12-week entitlement period for eligible employees. Leave following the birth of a child is available for either parent under the provisions of the Family and Medical Leave Act. (See Rule 11.07.)

- A. The supervisor may require the employee to provide a medical opinion from her attending physician to verify the necessity and probable duration of the leave.
- B. Pregnancy leave shall continue until the employee, on the basis of acceptable medical opinion, is able to return to work.
- C. Pregnancy leave will be charged to accumulated sick leave. If this is insufficient, vacation and personal leave or leave without pay may be granted in accordance with Rules 10.01, 11.02, 11.06, and 11.07.

Regulations

11.081 Medical Consultation

A pregnant employee who is advised by her physician to commence pregnancy leave shall provide her supervisor with her physician's medical advice regarding leave commencement. She shall also visit a designated health care provider for further medical consultation if requested to do so by her supervisor.

11.082 Safe Working Conditions and Practices

Staff members of the campus offices responsible for employee health and safety are available to advise an employee and her supervisor of safe working conditions and practices.

11.083 Approval to Return to Work

The employee shall obtain a statement from her physician as soon as practicable, approving her return to work. This approval shall be presented to the employing unit, prior to her return to work. She shall also undergo medical consultation by a designated health care provider if requested to do so.