

**IFPTE Local 21, Unit 6
Health & Social Services Supervisors
2022 Contract Negotiations – Solano County
Union Proposal #7
Date Presented: 7/14/22**

13.1 Maternity/Paternity/Baby-Bonding Leave

- A. ~~Maternity~~ Baby-bonding leave is approved non-medical leave without pay taken by a ~~mother~~ an employee prior to and after the birth of ~~her~~ their child.
- B. 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 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 but who wish to delay their return may request use of vacation, compensatory time off or a leave without pay following normal departmental procedures. Sick leave is only available if there is a medical reason for the employee's continued absence from work.
- C. An 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.
- D. ~~The department head may approve unpaid leave for up to 30 consecutive calendar days. With a recommendation to and approval by the Director of Human Resources, such leave may be extended for up to an additional 90 calendar days.}}~~
- E. ~~Total approved paid and unpaid leave prior to and after the birth of a child shall not exceed 120 consecutive days.~~

For the Union:

For the County:

Date:

Date: