
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Reproductive Leave Loss
POLICY NUMBER: 7042

7042. This policy shall apply to all employees.

7042.1 Employees are eligible for reproductive loss leave if they've been working for the employer for at least 30 days prior to the leave's start and suffer a qualifying event. Eligible employees may take leave for up to five days when they suffer a reproductive loss event, which is the day, or the final day for a multiple day event, of one of the following:

7042.1(a) Failed adoption: The dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party.

7042.1(b) Failed surrogacy: The dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate.

7042.1(c) Miscarriage: May be a miscarriage by a person, by the person's current spouse or domestic partner, or by another individual who would have been a parent as a result of the pregnancy.

7042.1(d) Stillbirth: May be a stillbirth resulting from a person's pregnancy, the pregnancy of a person's current spouse or domestic partner, or another individual that would have been a parent as a result of the pregnancy.

7042.1(e) Unsuccessful assisted reproduction: An unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (i.e., artificial insemination or an embryo transfer, including gamete and embryo donation). Assisted reproduction does not include reproduction through sexual intercourse. This event applies to a person, the person's current spouse or domestic partner, or another individual, if the person would have been a parent of a child born as a result of the pregnancy.

7042.2 The five days of leave do not need to be consecutive.

7042.3 If an employee experiences more than one reproductive loss event within a 12-month period, an employee can receive another five days of leave, not to exceed 20 days within a 12-month period.

7042.4 Generally, reproductive loss leave must be taken within three months of the reproductive loss event; however, if prior to or immediately following a reproductive loss event, an employee is on or chooses to go on leave under another leave entitlement (e.g., PDL, CFRA, etc.), then the employee may complete their reproductive loss leave within three months of the end of the other leave.

7042.5 Reproductive loss leave is unpaid, but employees can use available sick leave, vacation, or CTO.

7042.6 The District may not request documentation to certify reproductive loss leave. The District must maintain the confidentiality of any employee requesting reproductive loss leave and cannot terminate, discriminate or retaliate against employees for exercising their rights under the law.