
Butte County Mosquito and Vector Control District

POLICY MANUAL

POLICY TITLE: Pregnancy Disability Leave

POLICY NUMBER: 7035

7035.1 Pregnancy Disability Leave may be taken by an employee disabled by pregnancy, childbirth, or related medical conditions, as set forth below, and as required by law.

7035.2 Notice of the employee's right to request Pregnancy Disability Leave shall be posted in a place customarily used for the posting of employee notices.

7035.3 This section does not alter the District's obligation under law to provide reasonable accommodation for disability related to pregnancy, childbirth, or related medical conditions, or to engage in a timely, good faith interactive process to determine reasonable accommodation, if any, under state and federal law.

7035.4 Eligibility: In order to be eligible for Pregnancy Disability Leave:

7035.4.1 The employee must be actually disabled due to pregnancy, childbirth, or related medical condition.

7035.4.2 The employee's qualified, duly licensed health care provider must certify that the employee is disabled due to pregnancy, childbirth or a related medical condition. The certification indicating disability and the need for leave shall contain (a) the date on which the employee became disabled due to pregnancy, childbirth, or related medical condition; (b) the probable duration of the period or periods of disability; and (c) an explanatory statement that the employee needs to take pregnancy disability leave because the employee is disabled by pregnancy, childbirth, or a related medical condition.

7035.4.3 The employee shall notify the District of the need for Pregnancy Disability Leave and the anticipated timing and duration of the leave. Notice shall be provided at least thirty days in advance of the need for the Pregnancy Disability Leave, unless impracticable, in which case notice shall be provided as soon as practicable.

7035.5 Duration: Pregnancy Disability Leave may extend for the duration of the disability, up to four months (88 days for a regular full-time employee), for each pregnancy. The leave may be taken on an intermittent basis. Updated medical verifications shall be promptly provided upon request by the District.

7035.6 Salary: Pregnancy Disability Leave shall be without pay

7035.6.1 An employee who is disabled by pregnancy may qualify for State Disability Insurance (SDI) wage replacement while the employee is unable to work. Employees are encouraged to contact the California Employment Development Department (EDD) to apply for benefits. The EDD determines eligibility and the payment amount.

The employee shall be eligible for prorated sick leave for the duration of temporary disability. The amount of sick leave payable for each full day of absence shall be one hundred percent (100%) of an employee's basic wage rate less the sum of any payments to which he may be entitled under SDI. For a partial day's absence, the employee will be allowed to use sick leave only to the extent that the amount received from SDI plus compensation for hours worked is less than a day's compensation at the employee's basic wage rate. Prorated sick leave is payable from and only insofar as an employee has accrued sick leave. Employee shall provide satisfactory proof of the amount of SDI payments received, such as a copy of the SDI check.

If SDI payments, plus compensation from allowed sick leave, exceeds the employee's regular compensation, the employee shall be responsible for curing the overpayment with EDD. The District shall not adjust sick leave accrual balances, accept remittance of overpayment by personal check or reduce an employee's wages to cure any overpayment. Employees are advised to consult with EDD and review their overpayment procedures prior to electing to integrate SDI with sick leave

7035.6.2 The use of any paid leave will not extend the duration of your PDL.

7035.7 Insurance Benefits: An employee on Pregnancy Disability Leave may continue to participate in the District provided health, life, and other insurance plans. As provided by state law, the District will continue to make its contributions toward group health coverage at the level and under the conditions that coverage would have been provided if the employee had continued in employment for the duration of the allowable leave. District may seek reimbursement should the employee not return to work, as provided by law. Employee contributions toward health premiums, if any, must be delivered to the District Office no later than 15th of each month.

7035.8 Sick Leave/Vacation: Neither Sick Leave, Vacation, nor other paid time off will accrue while on Pregnancy Disability Leave. If the employee is in paid status during the Pregnancy Disability Leave solely because of the use of District provided vacation, CTO, or sick leave, the employee will accrue sick leave and vacation for the period in which the employee is in paid status to the extent the employee would otherwise be entitled to such accrual.

7035.9 Holiday: An employee on Pregnancy Disability Leave is not eligible to receive holiday pay, unless the employee has used solely their District provided paid leave in the day immediately preceding and following a holiday.

7035.10 Retirement Benefits: Upon return from the Disability Leave of absence the CalPERS member may elect to purchase service credit for the time the employee was on non-paid leave up to one year at the employees' own expense as stated in the District contract with CalPERS and subject to CalPERS rules and regulations. The District makes no representation or guarantees regarding eligibility and entitlement to purchase CalPERS service time credit.

7035.11 Longevity: Time spent on non-paid Pregnancy Disability Leave shall not be counted towards years of District employment.

7035.12 Return to Work: Employees have a right to reinstatement in the same or a comparable position at the end of the leave, subject to any defense allowed under the law. The failure to return to work the next regular workday following the conclusion of Pregnancy Disability Leave shall be grounds for termination of employment, unless the employee's absence is otherwise authorized under these Personnel Policies.

7035.13 As a condition of the employee's reinstatement from leave, the employee shall obtain a release to "return to work" from a qualified, duly licensed health care provider, stating that they are able to resume their original job duties with or without accommodations.

7035.14 Pregnancy Disability Leave and California Family Right Act Leave, if otherwise eligible, may be taken consecutively.