

Policy: 5.33**Childbirth Leave**

A leave of absence for up to twelve (12) weeks shall be granted for childbirth purposes in accordance with the Family and Medical Leave Act benefit. No person is required to apply for and take childbirth leave provided she is capable of performing her duties. An eligible employee may apply for short-term disability benefits for any period of the leave certified by a physician as qualifying the employee for short-term disability benefits. The balance of any childbirth leave not covered by disability benefits may be charged to an employee's accrued vacation time and/or personal leave, or shall be granted without pay as requested by the employee.

Childbirth, paternity or adoptive leave may be requested as extended leaves without pay in compliance with the Family and Medical Leave Act of 1993.