



George Deukmejian, Governor

TO: LABOR RELATIONS AND PERSONNEL OFFICERS

REFERENCE CODE : CA 83/84-024
EFFECTIVE DATE : July 1, 1982
EXPIRATION DATE: Term of Contract
DATE OF ISSUE : February 27, 1984

SUBJECT: Pregnancy Leave

CONTRACT: ALL CSEA

ISSUE: Does a female employee have a mandatory right to pregnancy leave/child birth leave under the following situation?

SITUATION: During birth and recovery, employee uses sick leave for the period of absence, returns to work for a short period and requests an unpaid leave for the care of the newborn child.

INTERPRETATION: To be consistent with the definition of newborn, if a female employee requests a leave within 30 days of birth, the leave is mandatory. Otherwise, a request for a leave for the care of a child after 30 days old would fall under the criteria for a permissive regular leave of absence.

If you have further questions regarding this contract interpretation, please call either Arnie Beck, 324-0504 or Jerri Martin, 324-0439.

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