

**IFPTE Local 21, Unit 16  
Mid-Management Professionals  
2022 Contract Negotiations – Solano County  
Union Proposal #7  
Date Presented: 7/14/22**

13.1 Maternity/Paternity/Baby Bonding Leave

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 their 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 their position. Employees who have been cleared to return to work by their physicians after pregnancy but who wish to delay their return may request use of vacation, compensatory time off or a leave without pay following normal departmental procedures. 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.

For the Union:

For the County:

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Date:

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