

Grant County Personnel Policy

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APPROVED:  Cindy Carter, Chair, Board of County Commissioners	08-28-17 Date Signed
LAST REVISED: 10/12/2016	CONTACT: Human Resources

812 – Family Leave Act (aka Pregnancy Disability Leave)

- 812.1 Under Washington State discrimination laws, eligible employees are entitled to take up to six (6) workweeks of unpaid, job-protected leave due to disability associated with a usual pregnancy/childbirth. If the disability phase is longer than six (6) workweeks, the pregnancy disability leave extends to the actual length of the disability. This leave is concurrent with any FMLA leave, unless the employee notifies his/her supervisor of the intention to take FMLA leave consecutively after pregnancy disability leave. All accrued, applicable paid leave – including annual leave, sick leave and compensatory time – must be exhausted during this leave. Any unpaid leave during these six (6) workweeks is without employer-paid health insurance benefits if FMLA leave has already been exhausted or if the employee has chosen to take FMLA consecutively after pregnancy disability leave.
- 812.2 Under Washington State discrimination laws, eligible employees with a disability due to pregnancy are entitled to unpaid, job-protected leave in addition to the above six (6) weeks as a reasonable accommodation. The length of this additional leave will be determined on a case-by-case basis, dependent on the needs of the employee, office, department and/or County. Medical certification is required for such additional leave.
- 812.3 Questions regarding pregnancy leave and coordination with FMLA leave should be directed to Human Resources.

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