

# SPOKANE COUNTY FIRE DISTRICT 8

## Standard Operating Procedures

### 10.07.04 PREGNANCY DISABILITY LEAVE



Adopted: 12/20/16  
Reviewed: 12/20/16  
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read 'Tony Fisher', is written over a horizontal line.

**Purpose:** To outline the availability and use parameters of the pregnancy disability leave by individuals in need of such leave.

**References:** Care of family members RCW 49.12.270  
Family Leave RCW 49.78  
Pregnancy, childbirth, and pregnancy related conditions. WAC 162-30-020  
Federal Family Leave and Medical Leave Act of 1993 – USC 29.2912

### **Procedure:**

1. Entitlement and Time Parameters.
  - a) Regardless of whether an employee is eligible for FMLA leave, she is entitled to Pregnancy Disability leave for the period of time that she is temporarily disabled because of pregnancy or childbirth.
2. Effects on FMLA.
  - a) If the employee is eligible for FMLA leave, the Pregnancy Disability leave will run concurrently with FMLA leave.
  - b) Pregnancy Disability leave is unpaid and health benefits are not automatically continued (unless the employee is also eligible for FMLA leave).
3. Use of Accrued Benefits.
  - a) Accrued leave may be used and the employee may continue insurance coverage's until such time as her accrued leave is exhausted.
  - b) The employee may continue insurance coverage's at her expense after her accrued leave is exhausted.
4. Medical Certifications.
  - a) Medical certification by the employee's treating physician may be required to confirm the need for leave.