



Sacramento County Criminal Justice Employees' Union

Unlock Your Benefits Meeting • Virtual Meeting • October 17, 2024

MOU Review and FAQ'S

9.11 MATERNITY LEAVE OF ABSENCE

- This provision allows leave without pay for up to six weeks.
- Additional time may be granted if it is deemed medically necessary.

9.12 ASSIGNMENT OF LEAVE FOR CATASTROPHIC ILLNESS AND OTHER PURPOSES

- Regular employees may participate in the leave as allowed by County policies and procedures.

9.13 PARENTAL LEAVE

- Paid leave is allowed for regular employees with at least one year of continuous service.
- The County has held firm on the one year of continuous service requirement.
- This leave is provided for the birth of the employee's child, or the birth of the employee's registered domestic partner's child.
- The placement of an adopted child in the home of the employee with the provision of legal documentation.
- The purposes of parental leave are to facilitate parental bonding, family adjustment, and childcare, and such leave shall be used consistently with these purposes.
- Leave shall be approved by your appointing authority and will be granted if the leave would unduly interfere with or cause severe hardship upon department operations.
- Wherever possible, departments shall make reasonable accommodations to permit parental leave, either on a full-time or part-time basis.

- The maximum paid parental leave for a full-time regular employee shall be one-hundred and sixty (160) hours within six months from the date of birth or placement of the child.
- Parental leave is prorated for a part-time regular employee.
- Parental leave is separate and distinct from the use of sick leave for pregnancy, since it is not based upon disability.
- Parental leave is available to be scheduled at the conclusion of the use of sick leave for pregnancy.
- An employee must make a written request to use parental leave.
- The written request shall be made at least thirty (30) calendar days prior to the anticipated start of parental leave, except in cases of an unanticipated early childbirth or adoption, in which case the employee shall make the written request with as much advance notice as possible.
- The written request shall also provide such information or substantiation as may be required by the Director of Personnel Services.
- An employee may utilize sick leave while on leave if the ill, your department must be notified promptly with substantiation for sick leave use.
- Use of parental leave does not reduce or adversely affect the maximum
- one-year unpaid leave of absence that an employee may request for childcare or family reasons following the birth or adoption of a child.

9.14 COUNTY EMPLOYEES AS VOLUNTEER POLL WORKERS PROGRAM

- Any regular County employee, other than an employee assigned to the Division of Voter Registration and Elections, may apply for paid leave from County employment to serve as a volunteer poll worker in a polling place in Sacramento County through the County Employees as Volunteer Poll Worker Program when the election day and/or required poll worker training fall within the employee's regularly scheduled workday.