

PERSONNEL

Family Care and Medical Leave (FMLA/CFRA) / Military Family Leave / Pregnancy Disability Leave (PDL)

In accordance with state and federal law, the San Joaquin County Office of Education shall grant family care and medical leave to eligible employees, without discrimination. Employees who are granted such leave shall be employed in the same or a comparable position upon returning from family care or medical leave, subject to any exceptions or limitations provided by law.

Employees who take medical leave for their own serious health condition shall present certification from their health care provider to the effect that they are able to resume work.

cf: 4030 Nondiscrimination in Employment
4112.4/4212.4/4312.4 Health Examinations
4161/4261 Leaves
4161.1/4361.1 Personal Illness/Injury Leave
4261.1 Personal Illness/Injury Leave

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices
12945 Pregnancy; childbirth or related medical condition; unlawful practice
12945.1-12945.2 California Family Rights Act
19702.3 Family care leave: exercise of rights

CODE OF REGULATIONS, TITLE 2

7291.2-7291.16 Sex discrimination: pregnancy and related medical conditions
7297.0-7297.11 Family care leave

UNITED STATES CODE, TITLE 29

2601-2654 Family and Medical Leave Act of 1993

CODE OF FEDERAL REGULATIONS, TITLE 29

825 Family and Medical Leave Act of 1993