

## MATERNITY LEAVE

An employee requesting maternity leave should give written notice at least thirty (30) calendar days prior to the commencement of said leave. The written request for maternity leave should include a statement as to the expected date of return to employment. Within thirty (30) calendar days after childbirth, the employee shall inform the Human Resources Office of the specific day when the employee will return to work. The employee and her doctor will determine when the beginning and end of the leave will occur. Maternity leave benefits are granted under the provisions of the Washington State Pregnancy Disability Leave, Washington State Family Leave Act, and the federal Family Medical Leave Act (FMLA).

### Legal References:

RCW 28A.400.300

Hiring and discharging of employees — Written leave policies — Seniority and leave benefits of employees transferring between school districts and other educational employers

RCW 49.78

Family Leave

WAC 162-30-020

Pregnancy, childbirth, and pregnancy related conditions

WAC 296-134

Family Leave

P.L. 103-3

Family and Medical Leave Act of 1993