

# Yamhill Fire Protection District

District Policies, Procedures, & SOG's

## *MISSION*

*Yamhill Fire Protection District is dedicated to  
serve and protect our community*

# District Policies

**PERSONNEL**

**PER – 731**

**Maternity**

**Issued: January 13, 2015**

Disability or illness caused by pregnancy will be treated the same as any other temporary physical condition requiring time off from work.

An expecting mother may continue to work as long as she performs her job satisfactorily, attends work regularly, and is physically able to perform her job. She should leave work when her doctor advises her to do so; her leave should be coordinated with her supervisor. The portion of her leave during which she is unable to work for physical reasons will be covered under the District's standard employee sick pay or disability pay programs.

Additional unpaid personal leave, up to three months, may be arranged with the Fire Chief's approval, where work circumstances permit.

An employee taking pregnancy leave will be returned to work without loss of seniority or other service credits accrued on the date the leave commences. If the employee's job is no longer available when she seeks reinstatement, the Fire Chief will reinstate the employee to any position which is available, suitable, and if the employee is qualified for the job.