RESOLUTION CONCERNING INTERIM MATERNITY LEAVE POLICY

April 6, 1973

WHEREAS, Federal regulations require that institutions receiving federal aid provide sick leave for employees who become pregnant, it is hereby

RESOLVED, That, pending the development of a definitive policy, the Board will consider the case of each employee in the unclassified service who becomes pregnant and who requests a sick leave for such condition, and it is further

RESOLVED, That such requests must be accompanied by a physician's statement concerning the need for and the suggested duration of such a leave;

BE IT FURTHER RESOLVED, That such requests for leave will be accompanied by the recommendations of the campus president or the executive secretary, whichever is appropriate.
Mr. James A. Frost, Executive Secretary
Board of Trustees for the State Colleges
1280 Asylum Avenue
Hartford, Connecticut 06105

Subject: Policy - Maternity Leave & Sick Leave Benefits

Dear Mr. Frost:

We have noted your request of April 18, 1973 to establish a policy regarding maternity leave for those employees in the classified service. First, there is considerable confusion and disagreement throughout this country regarding the Federal E.E.O.C. guidelines concerning maternity leave, particularly, that aspect which provides for payment of any accrued sick leave benefits. I am aware that there are several challenges to these guidelines now pending at the appeal level in several federal jurisdictions around the country.

Our position is that the state of pregnancy, in and of itself, does not constitute disability. The Board of Trustees should be aware that federal guidelines do not automatically require payment of sick leave benefits for the entire period of time that an individual is on maternity leave of absence.

Further, there is a bill pending before the General Assembly that addresses itself to this overall matter. Consequently, we are requesting that Chancellor Hill communicate with other constituent units in Higher Education to determine if any other action of a similar nature has been adopted and implemented.

In the interest of a uniform policy for all State employees, we will continue to pursue this matter and keep you advised of any developments.

Sincerely,

Edward H. Simpson
Commissioner of Personnel

EHS:pat

cc: Chancellor Warren G. Hill
Stuart Smith - Governor's Office
April 18, 1973

The Honorable Edward H. Simpson
Commissioner of Personnel
Office of Personnel
State Office Building
Hartford, Connecticut

Dear Commissioner Simpson:

In response to Federal Regulations the Trustees for the State Colleges of Connecticut passed a resolution establishing maternity leave for members of the unclassified civil service.

The Trustees believe that Federal Regulations also require that maternity leave be established for classified civil service. In any case, they do not favor a situation in which one group of employees is granted a benefit that is denied another. For this reason, they have passed the enclosed resolutions and request that maternity leave be provided for members of the classified service.

Sincerely yours,

James A. Frost
Executive Secretary

JAF/b
encl.