



MASON COUNTY FIRE DISTRICT #4

TITLE: **PREGNANCY**

CHAPTER: 2000 NUMBER: 2285 APPROVED: 10-07-08

APPROVED: **Signature on file** Bob Burbridge, Chief

Pregnancy Policy

Discrimination on the basis of pregnancy, childbirth or related medical conditions constitutes unlawful sex discrimination and will not be tolerated. Pregnancies in the fire service shall be treated no differently than any other medical condition that may inhibit or prevent the ability of personnel to perform their assigned job duties.

By law, the decision of work assignment status will be determined by the pregnant member and her physician. This policy establishes guidelines for the pregnant member in their performance of assigned duties, while being constantly mindful of personnel safety.

The use of available sick leave, FMLA leave or any other authorized time off with or without pay shall all run concurrent with pregnancy leave.

Procedure:

1. Upon confirmation of pregnancy, the member shall contact the Fire Chief or Administrative Chief informing them of expected date of delivery, personal physician's name and contact information.
2. The member shall submit a written note indicating, "fit for full duty" without restrictions signed by her physician. The Administrative Chief will ensure that the member's physician has the appropriate job description in order to assess potential health risks
3. Upon request of the pregnant member and in conjunction with her physician, the Fire District will re-assign the member to a light duty position, when and if available.
4. Leave needed for pregnancy shall be the same as those for any other medical condition and shall run concurrent with other accrued and unused leave, if applicable. Contact the Fire Chief for guidance in special circumstances.
5. Upon termination of the pregnancy or following childbirth, the member shall submit a return to work authorization signed by her physician releasing her to full duty with no restrictions to the Fire Chief.