

Prepared by Office of Human Resources.
This replaces Administrative Procedure A9.360
dated July 1982.

January 2000

LEAVES

A9.360 LEAVES OF ABSENCE FOR PREGNANCY RELATED DISABILITIES

1. Purpose

To promulgate procedures for treating disabilities caused or contributed by pregnancy and recovery therefrom as a temporary disability.

2. Objective

To clarify the University's policies and procedures concerning pregnancy related disabilities. A pregnancy related disability shall be treated like any other temporary disability whether it be prenatal or postnatal.

3. References

Leaves related to temporary disabilities, including pregnancy related disabilities, shall be governed by the following:

- a. Family and Medical Leave Act (FMLA) of 1993,
- b. Section 79-8, HRS, Sick Leaves; Exceptions,
- c. Chapter 398, HRS, Family Leave,
- d. A9.380, Vacation and Sick Leave
- e. A9.420, Leave without Pay for BOR Personnel
- f. Title 14, State of Hawai'i Personnel Rules and Regulations
- g. Chapter 392, Temporary Disability Insurance
- h. A9.770, State of Hawai'i Temporary Disability Benefits Plan for Civil Service Employees Covered by a Collective Bargaining Agreement
- i. A9.771, State of Hawai'i Temporary Disability Benefits Plan for Non-Bargaining or Excluded Employees

4. Employees have the right to return to their position upon the conclusion of the temporary disability period, except as otherwise provided in the collective bargaining agreement or applicable personnel regulations.