

JACK McNALLY, *Business Manager*

3-16-81
HOWARD STIEFER, *President*

101.2

Local Union 1245
International Brotherhood
Electrical Workers



(3063 CITRUS CIRCLE) • P.O. BOX 4790, WALNUT CREEK, CALIFORNIA 94596 • (415) 933-6060

March 16, 1981

Cortes Saunders
810 Evelyn Avenue
Albany, CA 94706

Dear Cortes,

The new State law requires leaves for pregnancy and recovery, not for the care of the newborn child. California Code #1420.35 states that disability caused by pregnancy must be treated as any other disabling condition.

The state now allows four weeks of disability insurance prior to delivery and six weeks following delivery. If there are any complications, upon a doctor's certification that the mother should not work, she may be entitled to more compensation.

P.G.&E. accepts an employee's doctor's recommendation concerning the length of leave time required. Sick leave and state disability may be used. If a birth is normal, the employee is expected back to work six weeks following the birth.

If either the mother's or child's health requires that the mother take a longer unpaid leave, her doctor's recommendation will be followed. This includes nursing. Unpaid leaves will be granted for urgent and substantial reasons consistent with operational needs at the local level. (6.1 Clerical and 101.1 Physical)

It is our understanding that P.G.&E. makes every effort to to accomodate the employee.

I hope the above information is helpful to you.

Fraternally yours,

Jack McNally
Business Manager