

PERSONNEL

Personnel - Leave Policies

Disability Leave for Child Birth (6.22.5)

PROCEDURE

Tennessee State University provides time off to regular, female employees due to the birth of children, in accordance with T.C.A. 501501 through 503. Leave for maternity purposes shall be granted for a period up to four (4) months upon request of the female employee.

Sick leave shall be used for the period of medical disability only and all provisions of the sick leave shall apply to this period of absence. After the employee's physician determines she is no longer disabled, the employee may use any or all accrued annual leave or leave without pay for the remainder of the maternity leave.

Employees returning from disability leave for child birth are subject to reinstatement as outlined in T.C.A. 501502.

This policy may be amended in compliance with the proposed Family Medical Leave Act of 1993 (PL 1033).

REFERENCES

TBR Policy No. 5:01:01:08, replaces Maternity Leave