



RNPA Proposal 9, September 28, 2023

Article 11- Leave Provisions

Section 11.2 - Family Leave

a) Parental and Adoptive Leave

1. Length

Upon request, parental leave without pay shall be granted to natural, **foster**, or adoptive parents by the appointing authority for a period of up to six (6) months. With notice no less than one (1) month prior to the conclusion of the leave, such leave may be extended up to one (1) year upon approval of the appointing authority. A request for extension can only be denied for good cause. A nurse who is pregnant may continue to work as long as their physician approves with concurrence from the Department.

2. ~~Sick Leave Use~~ **Pregnancy Disability**

**In addition**, if, during the pregnancy leave or following the birth of a child, the nurse's ~~physician~~ **medical provider** certifies that they are unable to perform the duties of ~~her~~ **their** job, **pursuant to the California Family Rights Act and any other applicable state and federal laws**, they may use their PTO or accumulated sick leave during the period certified by the ~~physician.~~ **medical provider.**

3. **The nurse shall determine whether to use any accumulated sick leave, compensatory time, and/or PTO balance(s).** The authorized PTO or sick leave shall be charged either prior to or at the termination of the leave. **Leave under this section may be taken intermittently.**

b) Other Family Leave

Upon request, family leave shall be granted for the placement of a foster child, or to attend to the serious illness of a family member in accordance with the Family and Medical Leave Act, **state and federal laws**, and for the serious illness of a registered domestic partner, for a period of up to six (6) months. **The nurse shall determine**



whether to use any accumulated sick leave, compensatory time, and/or PTO balance(s). Leave under this section may be taken intermittently.