

1 MARIPOSA COUNTY RESOLUTION No. 83-68

2 AMENDMENTS TO POLICIES AND PROCEDURES
3 HANDBOOK FOR MATERNITY LEAVE AND LAYOFF POLICIES

4 WHEREAS, the Board of Supervisors of Mariposa County having met and con-
5 ferred in good faith with authorized representatives of employee organizations;

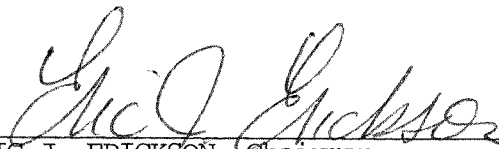
6 NOW THEREFORE it is resolved by the Board of Supervisors of Mariposa
7 County that the following changes be made in the Personnel Policies and
8 Procedures Handbook:

9 1. Section 7.12 entitled "LAYOFF" is hereby amended to read
10 in its entirety as set forth in Exhibit A attached hereto and in-
11 corporated herein by reference.


12 2. Section 8.05.09 entitled "Maternity Leave" is amended to
13 read in its entirety as set forth in Exhibit B attached hereto and
14 incorporated herein by reference.

15 PASSED AND ADOPTED, to become effective immediately, by the Board of
16 Supervisors of Mariposa County this 15th day of March, 1983,
17 by the following vote:

18 AYES: Barrick, Dalton, Taber, Erickson, Moffitt
19 NOES: None
20 ABSENT: None
21 ABSTAINED: None

22 
ERIC J. ERICKSON, Chairman
Board of Supervisors

23 ATTEST:

24 
25 ELLEN BRONSON, County Clerk and
26 Ex Officio Clerk of the Board

27 APPROVED AS TO FORM AND
28 LEGAL SUFFICIENCY:


RICHARD K. DENHALTER, County Counsel

EXHIBIT A

7.12 LAYOFF

If a position is abolished because of administrative reorganization or lack of appropriation, a department head may lay off an employee. A department head shall consider length of service in determining which employee(s) is to be laid off. The department head shall notify the employee of the reason for the layoff at least ten working days before the effective date of the layoff.

All layoff actions shall be considered temporary for a period of fourteen (14) months from the date specified in the layoff notice. In the event the same position is refilled within fourteen (14) months of layoff, the employee shall be given the first opportunity to resume the position, with length of service prior to the layoff considered in determining the order of reemployment for the same position.

An employee reemployed by the County within fourteen (14) months after layoff shall have the right to reinstate benefits not exhausted, provided such benefits are still available at the time of reinstatement. Reemployment after the lapse of fourteen (14) months shall constitute new employment with no reinstatement privileges. Temporary employment or contract services shall not constitute reemployment from layoff.

8.05.09 Maternity Leave

Maternity leave is a leave of absence without pay upon request of the employee and verification of pregnancy by a licensed physician.

Leaves for this purpose may be requested to be effective at any time during pregnancy. Maternity leave may be requested up to nine months prior to the anticipated delivery date with a doctor's certification as to the condition of the employee and the expected delivery date. The employee shall notify the department head of the actual date of delivery, within two weeks thereafter. The employee may take up to three months maternity leave after delivery, at the employee's option. The employee shall give the department head a two-week notice of intent to return to work with the department head being allowed the option to consent to commencement of employment earlier than said two weeks.

An employee who is pregnant must notify the department head as early as possible and provide a statement from a California licensed physician certifying as to her ability to perform the duties of her position and indicating the anticipated delivery date.

An employee returning to work shall submit a physician's certificate that she is capable of performing the duties of her position.

Sick leave benefits are not paid during the term of maternity leave requested by the employee, nor is sick leave accrued or diminished.

MARIPOSA COUNTY BOARD OF SUPERVISORS
MINUTE ORDER

TO: COUNTY COUNSEL
FROM: PATTY *Patty*
RE: REVISIONS TO RESOLUTION REGARDING LAYOFFS

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS ORDER ON February 22, 1983, BY THE FOLLOWING
VOTE;

AYES:

NOES:

ABSENT:

ABSTAIN:

ACTION:

"Meet and confer matter held with employee representatives, Ken Matthys, Mike Wright, and Dana Walton. Lengthy discussion was heard on the distinction between temporary and permanent layoffs; Board agreeable to adding the clause that "all layoffs shall be considered temporary for a period of 14 months and a person reinstated at that time has the right to continuous service of benefits. Clerk to forward revision to Counsel for incorporation into final resolution."

ORIG. DEPT.: County Counsel

CC: Dana Walton
Kenneth Matthys, Sheriff
Michael Wright
File/F.U.

MARIPOSA COUNTY BOARD OF SUPERVISORS
MINUTE ORDER

TO: KEN MATTHYS, SHERIFF
DANA WALTON
COUNTY COUNSEL
FROM: PATTY ALBERTA *Patty*
RE: MATERNITY LEAVE POLICY

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA

ADOPTED THIS ORDER ON March 8, 1983, BY THE FOLLOWING
VOTE;

AYES: Supervisors Barrick, Taber, Erickson, Moffitt

NOES: None

ABSENT: Supervisor Dalton

ABSTAIN: None

ACTION:

"On motion of Barrick, seconded by Moffitt, Board adopted a Maternity Leave policy to allow nine months preceding the delivery with a doctor's certification as to the condition of the employee, three months after the delivery may be taken at the employee's option, and that the employee shall give the department head a two-week notice of intent to return to work with the department head being allowed the option to consent to commencement of employment earlier than said two weeks."

ORIG. DEPT.: County Counsel

CC: Sheriff
Dana Walton
Mike Wright