



GLENN COUNTY PERSONNEL DEPARTMENT

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Glenn County Accommodating Pregnant Employees

If an employee is pregnant, has a related medical condition, or is recovering from childbirth the County will initiate the interactive accommodation process.

The employer has an obligation to:

Reasonably accommodate the employee's medical needs related to pregnancy, childbirth or related conditions (such as temporarily modifying employee's work duties, providing employee with a stool or chair, or allowing more frequent breaks);

Transfer employee temporarily to a less strenuous or hazardous position (where one is available) or duties if medically needed because of pregnancy; and

Provide employee with pregnancy disability leave (PDL) of up to four months (the working days you normally would work in one-third of a year or 17 1/3 weeks) and return employee to your same job when they are no longer disabled by pregnancy or, in certain instances, to a comparable job.

Taking pregnancy disability leave, however, does not protect an employee from non-leave related employment actions, such as a layoff.

Provide a reasonable amount of break time and use of a room or other location in close proximity to the employee's work area to express breast milk in private.