

CIRM PREGNANCY HEALTH LEAVE POLICY

A Pregnancy Health Leave will be provided to employees who are temporarily unable to work due to a health condition related to pregnancy, childbirth, or related medical conditions for the period of the health condition, up to the maximum of four months for any pregnancy.

Period of NDI Coverage: During the period for which an employee is eligible for Non-Industrial Disability Insurance (NDI) coverage, CIRM will pay the difference between the employee's salary and the NDI benefit up to a maximum of twelve workweeks. For any period not covered by NDI, employees may substitute any accrued paid leave time, such as annual leave or vacation/sick leave for unpaid leave as part of the Pregnancy Health Leave. Any portion of a leave that is not covered by NDI and occurs after exhaustion of annual leave or vacation/sick leave, shall be without pay.

Request for Pregnancy Health Leave: When an employee's need for Pregnancy Health Leave is foreseeable, the employee shall provide 30 days advance notice of the need for the leave to the employee's supervisor and to the Chief Human Resources Officer. If 30 days advance notice is not possible, notice must be given as soon as practical.

Certification for Leave Request: A healthcare provider's certification must be submitted to Chief Human Resources Officer verifying a need for Pregnancy Health Leave and its beginning and expected ending dates. Any changes in this information must be promptly reported.

Benefit Continuation: The employee will continue to receive normal group health plan coverage while on a Pregnancy Health Leave. While on Pregnancy Health Leave, the employee shall not continue to accrue annual leave or vacation/sick leave if the leave is unpaid. While on paid leave, annual leave or vacation/sick leave will continue to accrue. For purposes of this policy, a leave that provides for benefits but not salary is considered an unpaid leave.

Interaction with other Leave Entitlements: Any leave taken under this provision that qualifies as leave under the federal family and medical leave laws runs concurrently and will be counted as family/medical leave and charged against the employee's entitlement of 12 workweeks of family/medical leave in a 12-month period, but not under family and medical leave under California law. Pregnancy disability leave is provided in addition to any leave that qualifies as family and medical leave under California law.

Eligibility for Transfer: Employees affected by pregnancy or a related medical condition are eligible to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, under appropriate circumstances. Such employees are also eligible to receive reasonable accommodation for conditions related to pregnancy, childbirth, or related medical conditions in accordance with federal, state and local law and CIRM's Reasonable Accommodations Policy.

Return Rights: Upon return from a Pregnancy Health Leave, the employee will return to the position occupied when the leave commenced or an equivalent position unless the job has ceased to exist because of legitimate business reasons unrelated to the leave. An employee who has taken Pregnancy Health Leave has no greater right to any position, pay or benefits than if the employee had been continuously working during the same period. CIRM reserves the right to deny reinstatement to salaried, eligible employees who are among the highest paid 10 percent of CIRM's employees employed within 75 miles of the worksite ("key employees") if such denial is necessary to prevent grievous economic injury to CIRM's operations.

Release to Return to Work: Prior to returning from Pregnancy Health Leave, an employee must submit a healthcare provider's verification of their fitness to return to work.

Effective Date: This policy will take effect upon approval by the Board.