



DECATUR PUBLIC LIBRARY

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JAMES C. SEIDL, City Librarian



March 8, 1989

Jerrodean Martin
2595 St. Louis Bridge Road
Decatur, IL 62521

Dear Jerrodean:

At the March 27, 1989 meeting of the Personnel, Policy, and Public Relations committee, I would like to review our maternity leave policy. Mr. Ed Flynn of the law firm of Greanias, Booth, and Pasek recently stated that personnel manuals cannot treat maternity differently than other off-the-job injuries or illnesses. You may grant more favorable benefits to pregnant employees, but you cannot provide less benefits or greater requirements.

Our personnel policy, page 13, paragraph iv reads: "Maternity leave is allowed a pregnant employee. A pregnant employee may be required to take maternity leave when such leave is considered to be in the best interest of the employee or the Library."

This paragraph is discriminatory because it applies only to pregnant employees.

I recommend that the following statement replace the present paragraph: "Leaves of absence are available to pregnant employees."

After the child is born, an employee may use five weeks of sick leave. If additional sick leave is requested, a doctor's statement is required. This policy parallels city procedures and is not discriminating since the library states in its general policy about sick leave: "Physician's statements will be used from time to time in determining whether or not an employee is able to continue the performance of his job."

If you have any questions concerning my recommendation or library policy concerning maternity leave, please call or see me before the Board meeting on March 16.