



4-7 POLICY ON MATERNITY/PATERNITY LEAVE

Federal law requires that a pregnancy be treated as a disability.

Illinois Municipal Retirement Fund (IMRF) provides disability income benefits for pregnancy following a thirty (30) day waiting period. The waiting period begins the day following the person's last day of work which is determined by a physician attending to the employee. The employee must return to service upon the completion of the benefit period. Should the employee then choose to opt for benefits assured by FMLA, then those rules would govern.

Maternity/paternity leave shall be granted up to three (3) months without pay, but other employee benefits shall be dealt with as stated above during this period. This position shall be held open for the employee during this time. Commencing with the fourth (4th) month, the position may be filled by another individual. If, after (90) ninety calendar days, complications arise, an additional leave of absence may be granted by the Executive Director upon written request by the employee.

Adopted on:

Revised on: October 2021