

KNOW YOUR BENEFITS

Vol. 2 -- There are two main types of extended leaves that we have: Maternity leave and Personal leave. There are a number of other examples listed in the contract but those are rarely used. This issue will focus on Maternity Leaves.

A BRIEF LOOK AT MATERNITY LEAVES

These are the majority of leave requests that I handle for BMUST. By contract, an expectant mother can take up to 7 or 9 weeks post delivery (depending on method of delivery) for recuperation. That leave can be extended to 12 weeks using FMLA time -- if school is closed for the entire week then the FMLA clock will stop for that week and pick up when school returns (same for the summer break). Legally, the district can prevent a return if it is within the last 3 weeks of a semester -- much more of an issue in June than January. Return 1 day outside the 3 week window and there is no issue.

The return options for the fall semester are the following: 1. use only sick days and return after the 7 or 9 weeks 2. Use the 7 or 9 weeks extended to 12 weeks using FMLA (the FMLA time is unpaid) 3. Same as 2 but return for the start of the 2nd semester 4. Take the remainder of the school year. *Spring semester:* Same as the Fall, just no semester option.

Some important information: 1. While on FMLA, your insurance is protected -- at the close of the month in which FMLA has ended, the member will then be responsible for the full cost of the health insurance. 2. Maternity letter must be submitted 90 days prior to the due date (sample letters are posted on the BMUST website 3. If you indicate a return date for the start of the next school year (and you were off payroll), your insurance will pick back up on July 1. 4. While you are off payroll, you do not accrue seniority and your start date will be adjusted which may effect your position on the seniority list and possibly, your retirement date (Tiers 1-5).

Please reach out to me with any questions, *everyone's situation is unique*. The Woman's Committee has put together some very helpful information for expectant mothers.

Please reach out to Pete Brideson at 1vp@bmust.net with questions. Next issue "a quick look at other types of leaves"