

5.9 Child Care Leave

A Regular Employee shall be entitled to twelve (12) weeks of unpaid child care leave immediately following the birth, placement, or adoption of a child. The employee need not use all twelve (12) weeks, but unused leave may not be accrued for future use. The employee may also elect to use unused sick time, accrued time, and/or vacation. If the employee requires additional leave for medical reasons, the Mayor may in his or her judgment grant additional leave.

Upon return from child care leave, the employee shall be restored to the position he or she occupied immediately prior to taking child care leave or, at the Village's option, to an equivalent position, unless the employee and the Village mutually agree that the employee shall be placed in another position.

During child care leave, the employee shall continue to receive group health insurance benefits, seniority, and other benefits to the same extent he or she was entitled at the time child care leave commenced. However, additional benefits and seniority shall not accrue during child care leave.