



Manual: Human Resources

Section: Benefits

Number: HR291v0

Policy **Procedure**

Title: Reproductive Loss Leave

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I. PURPOSE:

To ensure leave for grieving and recovering would-be parents.

II. DEFINITION:

Reproductive Loss Event: For purposes of this policy, is defined as follows:

- A.** Failed adoption, meaning the dissolution or breach of an adoption agreement with the birth mother or legal guardian, or an adoption that is not finalized because it is contested by another party, where the associate would have been a parent of the adoptee if the adoption had been completed.
- B.** Failed surrogacy, meaning the dissolution or breach of a surrogacy agreement, or a failed embryo transfer to the surrogate, where the associate would have been a parent of a child born as a result of the surrogacy.
- C.** Miscarriage by the associate, the associate's current spouse or domestic partner, or another individual where the associate would have been a parent of a child born as a result of the pregnancy.
- D.** Stillbirth resulting from the pregnancy of the associate, the associate's current spouse or domestic partner, or another individual where the associate would have been a parent of a child born as a result of the pregnancy.
- E.** Unsuccessful assisted reproduction, which is defined as an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure for the associate, the associate's current spouse or domestic partner, or another individual where the associate would have been a parent of a child born as a result of the pregnancy.

III. POLICY:

- A.** Eligible associates may take up to five days of reproductive loss leave following a reproductive loss event. To be eligible for leave, associates

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must have been employed by CHOC for at least 30 days immediately preceding the start of the leave. An associate who experiences more than one reproductive loss event within a 12-month period may take a total of 20 days of reproductive loss leave within a 12-month period.

- B.** Reproductive loss leave days need not be taken consecutively but must be completed within three months of the reproductive loss event. For a reproductive loss event that spans multiple days, the event is deemed to occur on the final day of the event. If an associate is on, or chooses to go on, a leave of absence under state or federal law (including California Family Rights Act leave or pregnancy disability leave), either prior to or immediately following a reproductive loss event, the associate must complete reproductive loss leave within three months of the end date of the other leave.
- C.** Reproductive loss leave is unpaid. An associate may use accrued paid time off, or available paid sick leave that is otherwise available. CHOC will maintain the confidentiality of any associate requesting reproductive loss leave. Any information provided regarding reproductive loss leave will be maintained as confidential and will not be disclosed except to internal personnel or counsel, as necessary, or as required by law.
- D.** CHOC will not refuse to hire or discharge, demote, fine, suspend, expel, or discriminate against an individual because the individual exercised the right to reproductive loss leave provided by this policy or gave information or testimony as to their own reproductive loss leave, or another person's reproductive loss leave, in an inquiry or proceeding related to rights guaranteed under California's reproductive loss leave law. Further, CHOC will not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right provided under California's reproductive loss leave law.

REVISION HISTORY			
Number	Date	Author	Revision / Updates
HR291v0	01/04/2024	K. Wilkinson	New