

RESOLUTION 2026-25

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE BEAUMONT - CHERRY VALLEY WATER DISTRICT AMENDING THE DISTRICT'S POLICIES AND PROCEDURES MANUAL

WHEREAS, on March 18, 2009 the Board of Directors of the Beaumont-Cherry Valley Water District adopted Resolution 2009-05, establishing a Policy and Procedures Manual applicable to Board of Directors and District staff; and

WHEREAS, upon discussion by the Personnel Committee of the Board of Directors, the Committee recommended revisions to the Policy and Procedures Manual; and

WHEREAS, the Board of Directors has reviewed and considered the addition or revision of the subject policies attached hereto and listed below, finds the new or revised policies relevant and acceptable, and it to be in the best interests of the District that the following actions be taken,

NOW THEREFORE, BE IT RESOLVED by the Board of Directors of the Beaumont-Cherry Valley Water District as follows:

The BCVWD Policies and Procedures Manual is updated to include the attached exhibits as indicated below, superseding prior Resolutions:

Exhibit	Replace or Revise Policy:	With the New or Revised Policy:
A	3095 Pregnancy Disability Leave (PDL)	3095 Pregnancy Disability Leave (PDL)
B	3096 Lactation Accommodation	3096 Lactation Accommodation

ADOPTED this 24TH day of SEPTEMBER 2026, by the following vote:

AYES: COVINGTON, HOFFMAN, SLAWSON, WILLIAMS

NOES:

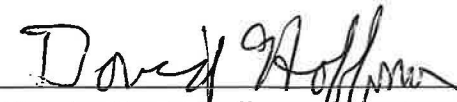
ABSTAIN:

ABSENT: RAMIREZ



Director Lona Williams, President of the
Board of Directors of the
Beaumont-Cherry Valley Water District

ATTEST:



Director David Hoffman, Secretary to the
Board of Directors of the
Beaumont-Cherry Valley Water District

Attachments: Exhibits A and B

EXHIBIT A

POLICY TITLE: PREGNANCY DISABILITY LEAVE
POLICY NUMBER: 3095

3095.1 Purpose. Under the California Fair Employment and Housing Act (FEHA), if an employee is disabled by pregnancy, childbirth, or related medical conditions, the employee is eligible to take a Pregnancy Disability Leave (PDL). If the employee is affected by pregnancy or a related medical condition, it may be an option to transfer to a less strenuous or hazardous position or to less strenuous or hazardous duties, if this transfer is medically advisable.

3095.2 Length. The PDL is available for any period of actual disability caused by an employee's pregnancy, childbirth, or related medical condition up to 4 months per pregnancy. For the purpose of this policy, four (4) months means the number of days the employee would normally work within four (4) calendar months (one-third of a year equaling 17 1/3 weeks), if the leave is taken continuously, following the date the pregnancy leave commences.

1. The PDL may be taken continuously, intermittently, or on a reduced leave schedule as medically necessary.
2. Time-off for prenatal care, severe morning sickness, doctor-ordered bed rest, childbirth, and recovery from childbirth are all covered by a PDL.

3095.3 Reasonable Accommodation. The District provides reasonable accommodations, to the extent required by law, for conditions related to pregnancy, childbirth, or related medical conditions. In addition, a transfer to a less strenuous or hazardous position or duties may be available pursuant to an employee's request, if such a transfer is medically advisable. Employees requesting leave or reasonable accommodation should promptly notify Human Resources. Upon receiving a request for pregnancy-related leave or accommodation, or when the District becomes aware that an accommodation may be needed, the District through Human resources will engage in a timely, good-faith interactive process with the employee to determine an effective reasonable accommodation.

If an employee remains disabled due to pregnancy, childbirth, or a related medical condition after exhausting PDL, the District will engage in the interactive process .

3095.4 Compensation. Generally, the District is required to treat pregnancy disability the same as other disabilities of similarly situated employees. The PDL will be unpaid.

1. Accrued paid sick leave must be used concurrently with leave taken under this policy. An employee may choose to use any accrued vacation as part of pregnancy disability leave before taking the remainder of leave as an unpaid leave. The employee may also be eligible for State Disability Insurance for the unpaid portion of leave.
2. Taking a PDL may impact certain of the employee's benefits or seniority date. If an employee wants more information regarding eligibility for a leave, the impact of the leave on seniority and benefits, and the District's policies for other disabilities, the employee should contact Human Resources.
3. An employee returning from an approved PDL of 4 months or less will be reinstated to the same position or to a comparable position under circumstances allowed by law. The only exception is if the employee's position is eliminated. Where permitted by law and consistent with District policy, the District may require a health care provider's written release certifying that the employee is able to safely return to work and perform the essential functions of the

position, with or without reasonable accommodation.

3095.5 Benefits. The District will maintain health coverage during leave under this policy on the same terms as if the employee had continued to work. If applicable, the employee must make arrangements to pay the employee's share of health plan premiums while on leave.

3095.6 Requirements. The District may require medical certification only to the extent permitted by law and may require recertification when supported by applicable law.. The certification should include:

1. The date on which the employee became disabled due to pregnancy or the date of the medical advisability for the transfer.
2. The probable duration for the period of disability or the period for the advisability of the transfer.

A statement that, due to the disability, the employee is unable to work at all or to perform any one or more of the essential functions of the position without undue risk to oneself, the successful completion of the pregnancy, or a statement that, due to the pregnancy, the transfer is medically advisable.

EXHIBIT B

POLICY TITLE: LACTATION ACCOMMODATION
POLICY NUMBER: 3096

3096.1 **Purpose.** The District recognizes the need to promote a work environment that is supportive of lactating employees who wish to continue nursing their infant children when they return to work. This policy establishes guidelines for promoting a breastfeeding friendly work environment and supporting lactating employees.

3096.2 **Lactation Space Requirements.** The District will provide an appropriate lactation space for employees to express breast milk in accordance with the requirements of California Labor Code section 1031, as amended from time to time. The District will ensure that any designated lactation space meets all applicable legal requirements regarding location, privacy, accessibility, and use.

3096.3 **Requesting Lactation Accommodation.** An employee may request an accommodation for reasonable lactation breaks by informing Human Resources and the immediate supervisor. The District will respond promptly to requests for lactation accommodation and will work cooperatively with the employee to identify a reasonable break schedule and suitable lactation space. The supervisor and the employee will discuss an appropriate break schedule for lactation. The lactation break time will, where practicable, run concurrently with the employee's regular paid break time already provided. Any time in excess of a normal lunch or paid break time will not be paid unless otherwise required by law. The District will respond, in writing, if lactation space or additional break time, as described in this policy, cannot be provided.

3096.4 **Protection Against Harassment, Discrimination, and Retaliation.** Harassment of and/or discrimination against lactating employees is prohibited. It is also prohibited to retaliate against lactating employees who request time to express breast milk at work. Any harassment of and/or discrimination against a lactating employee should be immediately reported to Human Resources. Any incident of discrimination or harassment of a lactating employee will be addressed in accordance with Policy 2015 and in accordance with state law.

1. Employees have the right to file a complaint with the Labor Commissioner for any violation of rights provided under Chapter 3.8 of the California Labor Code regarding lactation accommodations.