TOLEDO FIRE & RESCUE DEPARTMENT

B-43 Pregnancy Policy

Non-Emergency Manual

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Policy/Procedure

When a member first becomes aware that she is pregnant, she is encouraged to report her condition to the Fire Administration. The Fire Administration will schedule, at her earliest convenience, an informational meeting between the member and the City physician.

The purpose of this meeting is to ensure that the firefighter has been informed of hazards that she and or her fetus may be exposed to if she elects to continue to serve in the capacity of a “first responder”, line personnel position. The Fire Administration shall take no action to remove the member from line duty unless requested by the affected member.

The member shall have the right to choose a “physician of record” and work along with that physician to determine her ability to continue to work in the capacity of a first responder, line personnel position. The Department shall be granted the right to receive periodic medical updates from the physician of record to ensure that the member is fit for duty, and shall be informed immediately when it is determined by the physician of record that, due to her pregnancy, the member can no longer perform her duties in the capacity of a first responder, line personnel position.

The decision to continue working in a first responder, line personnel capacity shall be the sole decision of the member, and under the guidance of, her physician. The Department shall make available a light duty position, if the member elects to take one, immediately upon notification of that fact.

It shall be noted and agreed that firefighting often exposes those members employed in the profession to health risks ranging from exposure to communicable diseases to physical death. While working in the capacity of a first responder, the affected member shall be solely responsible for her health and the health of her unborn child. She shall be afforded the ability to utilize sick time as defined in the Department’s Sickness or Injury Policy B-52, section 6, “Off-Duty Injury - Member Off-Duty”.

Upon completion or termination of the member’s pregnancy, and with the approval of the member’s

physician of record, the member shall be returned to her former position.

All sick leave as it relates to Collective Bargaining Units shall be taken concurrent at birth. If a member is requesting to utilize this leave at any other time, they shall submit a 100-5 to the Fire Chief through the Chain of Command.

See Also:

Permanent link:
https://www.tfrdpolicies.com/dokuwiki/doku.php?id=b_manual:b43

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