



# STATE OF CONNECTICUT

BOARD OF TRUSTEES

FOR THE STATE COLLEGES

1280 ASYLUM AVENUE HARTFORD, CONNECTICUT 06105

See also R73-11 &  
12 in Volume VI

## RESOLUTION CONCERNING INTERIM MATERNITY LEAVE POLICY

April 6, 1973

WHEREAS, Federal regulations require that institutions receiving federal aid provide sick leave for employees who become pregnant, it is hereby

RESOLVED, That, pending the development of a definitive policy, the Board will consider the case of each employee in the unclassified service who becomes pregnant and who requests a sick leave for such condition, and it is further

RESOLVED, That such requests must be accompanied by a physician's statement concerning the need for and the suggested duration of such a leave;

BE IT FURTHER RESOLVED, That such requests for leave will be accompanied by the recommendations of the campus president or the executive secretary, whichever is appropriate.

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# STATE OF CONNECTICUT

## PERSONNEL DEPARTMENT

STATE OFFICE BUILDING - HARTFORD, CONNECTICUT 06115

April 30, 1973

Mr. James A. Frost, Executive Secretary  
Board of Trustees for the State Colleges  
1280 Asylum Avenue  
Hartford, Connecticut 06105

Subject: Policy - Maternity Leave & Sick Leave Benefits

Dear Mr. Frost:

We have noted your request of April 18, 1973 to establish a policy regarding maternity leave for those employees in the classified service. First, there is considerable confusion and disagreement throughout this country regarding the Federal E.E.O.C. guidelines concerning maternity leave, particularly, that aspect which provides for payment of any accrued sick leave benefits. I am aware that there are several challenges to these guidelines now pending at the appeal level in several federal jurisdictions around the country.

Our position is that the state of pregnancy, in and of itself, does not constitute disability. The Board of Trustees should be aware that federal guidelines do not automatically require payment of sick leave benefits for the entire period of time that an individual is on maternity leave of absence.

Further, there is a bill pending before the General Assembly that addresses itself to this overall matter. Consequently, we are requesting that Chancellor Hill communicate with other constituent units in Higher Education to determine if any other action of a similar nature has been adopted and implemented.

In the interest of a uniform policy for all State employees, we will continue to pursue this matter and keep you advised of any developments.

Sincerely,

A handwritten signature in cursive script that reads "Edward H. Simpson".

Edward H. Simpson  
Commissioner of Personnel

EHS:pat

cc: Chancellor Warren G. Hill  
Stuart Smith - Governor's Office

1973

Department of Education  
100 North State Street  
Columbus, Ohio 43260

Dear Mr. [Name]:

Thank you for your letter of [Date].

The information you requested regarding [Topic] is as follows: [Detailed description of the information provided, including any statistics, dates, and specific details relevant to the request.]

If you have any further questions or need additional information, please contact me at [Phone Number] or [Email Address].

Sincerely,  
[Signature]

[Name]  
[Title]

**RECEIVED**

MAY 1 1973

BOARD OF TRUSTEES  
FOR THE STATE COLLEGES

[Faint text at the bottom left, possibly a reference number or date]

[Faint text at the bottom right, possibly a signature or name]

April 18, 1973

The Honorable Edward H. Simpson  
Commissioner of Personnel  
Office of Personnel  
State Office Building  
Hartford, Connecticut

Dear Commissioner Simpson:

In response to Federal Regulations the Trustees for the State Colleges of Connecticut passed a resolution establishing maternity leave for members of the unclassified civil service.

The Trustees believe that Federal Regulations also require that maternity leave be established for classified civil service. In any case, they do not favor a situation in which one group of employees is granted a benefit that is denied another. For this reason, they have passed the enclosed resolutions and request that maternity leave be provided for members of the classified service.

Sincerely yours,

James A. Frost  
Executive Secretary

JAF/b  
encl.

1954

The Honorable Earl Warren  
U.S. Supreme Court Building  
Washington, D.C.

Dear Mr. Chief Justice:

I am writing to you regarding the case of the  
State of California vs. Sacco and Vanzetti.  
I believe that the conviction of these two men  
is a grave injustice.

The evidence against them is weak and  
the trial was unfair. They were denied  
the right to a fair trial. I believe  
that they should be released from prison  
and that their names should be cleared.

Sincerely,  
[Signature]

John J. [Name]  
[Address]

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