



Department of Shared Administrative Services Office of Personnel Management

Policy Title: Maternity Leave

Policy Number: 56

Authority: Ark. Code Ann. § 21-4-209 and § 21-4-214

Effective Date: May 16, 2023

Maternity leave is treated as any other leave for sickness or disability; however, the employee may elect to take leave of absence without pay without exhausting accumulated annual and sick leave.

An eligible employee may request catastrophic leave for maternity purposes and receive up to 12 weeks of paid maternity leave. If an employee is eligible for both catastrophic leave for maternity purposes and family medical leave (FMLA) for maternity purposes, the two shall run concurrently. Refer to [SAS-OPM Policy #47](#) for more information about paid maternity leave.