

RULE 20 – MATERNITY LEAVE

A Pilot who is pregnant shall qualify, consistent with Rule 19, for Major Medical Coverage week 14 of her pregnancy. That Pilot may also qualify under Rule 19 prior to week 14 due to complications arising from that pregnancy. Additionally, after the birth date, the same Pilot, upon exhaustion of major medical coverage, may elect to be placed on postpartum leave for up to an additional three watches, provided that Pilot must use fourteen (14) duty days, as per the provisions of Rule 19, prior to commencement of postpartum leave. Pilots electing to be placed on postpartum leave pursuant to this rule shall participate fully in pilot distributions.

RULE 20 – RULE MECHANICS

- A pregnant pilot qualifies for major medical at week 14 of pregnancy but may invoke the rule later in the pregnancy.
- Rule 19 may be invoked prior to week 14 of pregnancy, if a consulting physician determines that the pregnant pilot is not fit for duty.
- A pregnant pilot is entitled to the full 24 weeks of leave under Rule 19 Major Medical and those 24 weeks of may extend beyond the birth date, depending on when rule 19 is invoked.
- Following the birth date and exhaustion of available Rule 19 Major Medical Leave, a pilot invoking Rule 20 Maternity Leave may take leave for 3 watches total - the first watch consisting of accrued comp days or future ETO per rule 19.

RULE 20 – MATERNITY LEAVE - Policy Statement

Puget Sound Pilots (PSP) Diversity Equity and Inclusion (DEI) Policy seeks to create inclusive pathways for underrepresented populations into the maritime industry and pilotage. Women are an underrepresented population in the maritime industry and pilotage. There is only one female Puget Sound pilot currently, and she is the only woman to have ever served as a Puget Sound pilot.

Women in the maritime industry frequently cite maternity issues as a barrier to career advancement. PSP believes that a strong maternity policy will help to achieve our DEI goal of establishing a safe, inclusive, and equitable pathway for more women to consider a career in pilotage. PSP offers this maternity policy exclusively to women who become pregnant for the purpose of preserving the personal safety of pregnant pilots and to encourage more qualified female mariners to join PSP.

Marine pilotage is a dangerous occupation requiring over water ship-to-ship transfers on precarious ladders and gangways at all times of day and in dangerous weather conditions and sea states. PSP offers this maternity policy primarily as a protective measure to ensure the safety of a female pilot through the unique physical challenges of pregnancy by combining existing provisions of PSP Operating Rule 19 - Major Medical with a new Operating Rule 20 – Maternity Leave. By enacting this policy, PSP hopes to achieve the additional goal of encouraging more qualified female mariners to join PSP.