

Forced Maternity Leave Struck Down By Court

School board policies regarding the amount of leave time a pregnant teacher must take before and after the birth of a baby have been ruled "arbitrary and unreasonable" by the U.S. Court of Appeals for the Sixth Circuit in Cincinnati.

The appeals court acted July 27 to reverse a lower court ruling in the matter of mandatory maternity leave. In a case brought by the National Education Association on behalf of two Cleveland teachers, the court struck down a requirement by the Cleveland Board of

Education that a pregnant teacher begin maternity leave five months before the expected birth of a child and continue such status until the beginning of the first school term after the baby is three months old.

THE TEACHERS, Jo Carol LaFleur and Ann Elizabeth Nelson, had contended the policy, in force 20 years, was unfair because it required them to take involuntary unpaid leave although their physicians had given them permission to continue working as long as they wished.

The court noted that "Three months enforced unemployment after birth has no relation to the employer's interest at all," and added: "Under no construction of this record can we conclude that the medical evidence presented supports the extended periods of mandatory maternity leave required by the rule both before and after birth of the child."

THE APPEALS COURT noted that the rule is inherently based upon a classification by sex, stating: "Male teachers are not subject to pregnancy, but they are subject to many types of illnesses and disabilities. This record indicates clearly that pregnant women teachers have been singled out for unconstitutionally unequal restrictions upon their employment."

The school board had argued that the rule originally was established for instructional continuity, to avoid administrative problems and to spare pregnant teachers any pointing, giggling and snide remarks by students. However, the appeals court pointed out, pregnant students are permitted to stay in class in Cleveland schools without any apparent ill effects upon the education system.

THE NEA is awaiting a decision in a similar case argued this session before the U.S. Court of Appeals for the Fourth Circuit in Richmond, Va.

In that case the lower court handed down the first ruling in the nation to the effect that maternity leave decisions are matters best left to the mother and the physician.

The teacher in that case, Susan Cohen, was awarded back pay and accrued benefits for the time she was forced to take leave.

The court tests of maternity leave policies on the part of school boards come six decades after another litigation in which teachers in New York state fought first for the right to marry and then to obtain a leave of absence for the purpose of child-bearing.



NEW PRESIDENT of the Northville State Hospital Auxiliary is Mrs. Gladys L. Nesbitt of Plymouth. She is shown receiving the gavel from Mrs. James J. Sugrue Jr. (left) of Northville. Mrs. Nesbitt has been a member since 1962. The auxiliary, which was founded in 1958, operates a lobby gift shop, which provides funds each month for the indigent patient account, as well as helping with projects such as draperies for the lobby, a movie screen, television sets for the wards and picnic tables.

2 Coeds Get MSU Awards

Idelle Ross of Livonia and Nancy Sisson of Southfield are among 50 Michigan State University senior women honored for their "outstanding service to the university" in a recent ceremony.

The event was sponsored by Alpha Lambda Delta, Tower Guard and Mortar Board, women's honorary groups. Miss Sisson, a 1968 graduate of Southfield High School, majored in art. She is the daughter of Mr. and Mrs. Robert Sisson of Santa Barbara Street, Lathrup Village.

1962 GC Class Sets Reunion

Garden City East High School's class of 1962 is planning a 10-year reunion in October.

Class members who have received questionnaires are asked to return them as soon as possible. Anyone who has information about persons who have not been contacted is asked to call Marge (Ward) Cafferty, 29650 Brown Court, Garden City.



LAUREN PITRICELLI LINDA MacLACK

Mr. and Mrs. Dominic Pitricelli of MacKenzie Street, Westland, announce the engagement of their daughter, Lauren, to Timothy Paul Thomas Fitzharris, son of Mr. and Mrs. Burleson M. Fitzharris of Ypsilanti. The bride-elect graduated this year from Eastern Michigan University, receiving a BS degree and a teaching certificate in home economics. She is a member of Sigma Kappa sorority. Her fiancé received his BS degree in biology and chemistry from EMU in 1970. He is a member of Delta Sigma Phi fraternity. He is attending the University of Michigan dental school, and will graduate in 1974. They plan to be married May 12, 1973.

Mr. and Mrs. Philip K. MacLack of Mayfield Avenue, Livonia, announce the engagement of their daughter, Linda Susan, to Donald W. Riddell III, son of Mr. and Mrs. Donald W. Riddell Jr. of Fairmount Avenue, Detroit. The bride-elect graduated from Michigan State University in 1972 with a degree in medical technology. She will begin an internship at St. Mary Hospital in September. Her fiancé is a 1971 graduate of MSU, where he majored in finance, and he is attending Wayne State University graduate school and employed by Denton Construction Co. in Grosse Pointe. They plan to be married Jan. 5.

Childbirth Film Set

The Childbirth Preparation Association will sponsor the showing of the film "American Naisance: A Journey with a Friend," which demonstrates the Lamaze method of childbirth at 8 p.m., Friday, Aug. 18.

The film will be shown in Christus Victor Lutheran Church, 25335 Ford Road, Dearborn Heights. A donation of \$1 per couple is requested.

A couple, who have practiced the method, will be present to answer questions.

Interested persons may write to the association at P.O. Box 73, Lincoln Park, 48146.

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26	Lime/Yellow	Shag	Wunda Weave	6 ⁹⁵	2⁹⁵
36	Sp. White	Shag	Wunda Weave	9 ⁹⁵	4⁵⁰
130	Ind. Straw	Plush	Wunda Weave	7 ⁹⁵	3⁹⁵
31	Tequilla	Shag	Milliken	9 ⁹⁵	3⁹⁵
58	Sp. Gold	Shag	Milliken	9 ⁹⁵	3⁹⁵
70	Can. Gold	Shag	Milliken	8 ⁹⁵	3⁹⁵
80	Sunburst	Shag	Keepsake	1 ¹⁹⁵	5⁹⁵
73	Mint	Shag	Keepsake	1 ¹⁹⁵	5⁹⁵
32	Mid. Blue	Shag	Galaxie	6 ⁹⁵	3⁹⁵
100	Olive/Gold	Shag	Monticello	8 ⁹⁵	4⁹⁵
68	Bronze/Olive	Shag	Monticello	8 ⁹⁵	4⁹⁵
40	Gold/Ember	Shag	Monticello	8 ⁹⁵	4⁹⁵
28	Coral Sea	Shag	Monticello	8 ⁹⁵	4⁹⁵
77	Spice Tones	Shag	Lees	9 ⁹⁵	4⁵⁰
85	Aut. Tones	Shag	Lees	9 ⁹⁵	4⁵⁰
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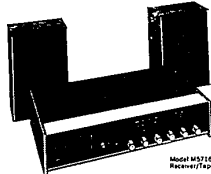
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