

Helpful Links for Postdocs Planning to Have a Family or Who Have Children

Understanding and Planning for Parental Leave:

The National Postdoc Association's Guide to Pregnancy and Maternity Leave:

<http://www.nationalpostdoc.org/?MaternityLeave3>

The National Postdoc Association's Guide to Paternity Leave:

<http://www.nationalpostdoc.org/?PaternityLeave2>

Understanding OSU Leave Benefits:

OSU Leave Programs: <http://hr.osu.edu/elr/leaveprograms>

OSU Benefits Eligibility Chart*:

<http://hr.osu.edu/public/documents/hrpubs/ben/overviewbook.pdf#page=8>

*Always contact your Human Resources representative with questions about your benefits eligibility and get specific answers as this chart gives a very broad overview. Detailed information can be best obtained by personally asking for it.

Understanding Family and Medical Leave at OSU*:

OSU Family and Medical Leave (FML) Policy:

<http://hr.osu.edu/public/documents/policy/policy605.pdf>

OSU FML Flier: http://hr.osu.edu/public/documents/benefits/FML_Flyer.pdf

OSU Parental Leave Guidebook:

<http://hr.osu.edu/public/documents/worklife/Parentalcareguidebook.pdf>

OSU Paid Leave Programs Policy: <http://hr.osu.edu/public/documents/policy/policy627.pdf>

**Note on Parental Leave- there is quite a bit of detail missing from the OSU Benefits Eligibility Chart. Postdocs do not qualify for Paid Parental Leave. Please contact your HR Representative and specifically ask them what sort of "Leave" you would be using if you needed to take time off to take care of a new child (adoption or birth). The possibilities are that you would use accumulated sick leave (check eLeave for your accumulated sick leave balance), disability (if you have been paying for that added benefit), vacation, or unpaid leave. Under the Family Medical Leave Act (FMLA), you may be allowed to take 12 weeks of unpaid leave for the birth or adoption of a child. Eligibility for FMLA coverage is granted to employees who have been at OSU for at least 12 months.

OSU Policies and Programs to Support Work-Life Balance: <https://hr.osu.edu/worklife/news>

Lactation Spaces on the OSU Campus*:

<https://hr.osu.edu/public/documents/worklife/lactationrooms.pdf>

*Under the Affordable Care Act, women should have access to a private, clean, non-bathroom space to express breast milk. If you do not see a conveniently located lactation space on the link above, the PDA strongly advises you to contact your supervisor or building manager and ask where you can express breast milk privately and conveniently. Many times, there may be an available space which can be converted to a lactation space for your use.

Child Care: OSU offers quality, group child care to the university community at the Nisonger Center (<http://nisonger.osu.edu/ece/>), the OSU Child Care Program (<https://hr.osu.edu/childcare/>) and the Schoenbaum Family Center at Weinland Park (<http://sfc.ehe.osu.edu/>). Do be advised that wait lists for most programs can be 1 year or more, so joining a waitlist *as soon as possible* is recommended!