

Post-Doctoral Scholar Family Medical Leave Policy

Purpose

Although OSU's Post-Doctoral Scholars are not "employees" who are entitled to family medical leave under federal or state law, OSU wishes to provide a leave policy to support our Post-Doctoral Scholars as they balance the demands of their life and work.

Eligibility

For parental leave, all Post-Doctoral Scholars are eligible to take leave consistent with the remaining terms of this policy.

For all other leave due to a serious health condition, Post-Doctoral Scholars are eligible once they have been appointed for twelve (12) consecutive months with OSU.

Definitions

"Family" is defined as it is defined in the Oregon Family Medical Leave Act, which includes same-sex domestic partners.

"Parental leave" is defined as it is defined in the Oregon Family Medical Leave Act.

"Serious health condition" is a condition that meets the definition of the same term in the federal Family Medical Leave Act.

Policy

All eligible Post-Doctoral Scholars may take up to 12 weeks of a continuous block of approved leave from their appointment as parental leave or to care for their own serious health condition or that of a family member. OSU will continue to pay for the Post-Doctoral Scholar's health insurance during this leave period at the same level it would pay as if the Post-Doctoral Scholar had not taken leave.

For parental leave, Post-Doctoral Scholars may take advantage of this leave policy once per new child. For all other leave due to a serious health condition of the Post-Doctoral Scholar or his/her family member, only one leave may be granted during the Post-Doctoral Scholar's tenure in this position at OSU.

Intermittent leave periods are not available under this policy, although a Post-Doctoral Scholar may opt to take less than the full twelve-week period of leave.

One parental leave period will be shared by both parents if they are both entitled to family medical leave (by law or policy) from a position at OSU, although the distribution of the leave between the parents (100% by one parent, 50-50 between parents, etc.) is at the discretion of the parents.

A leave taken under this policy does not extend a Post-Doctoral Scholar's contractual appointment. In other words, if a Post-Doctoral Scholar's appointment ends during a leave period, the

Post-Doctoral Scholar's position and leave period end at the same time. Failure to return to an existing appointment upon completion of the leave may result in the Post-Doctoral Scholar having to repay the benefits received while on approved leave. On the other hand, leave time is not counted as part of the maximum allowable appointment term for Post-Doctoral Scholars at OSU.

Procedure

To request leave under this policy, a Post-Doctoral Scholar must contact the Office of Human Resources (OHR) at medical.leave@oregonstate.edu. OHR will follow the same procedures it follows for employee leave requests, to the extent not inconsistent with this policy.