

PARENTAL LEAVE

Presentation to University Senate by:

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Vice President for Administration

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Michigan Tech.

In 2011, the University Leaves Group recommended establishing a paid Maternity Leave benefit to President Mroz.



The Paid Maternity Leave
benefit became effective on
January 1, 2012.



In the Spring of 2016, President Mroz created the Maternity Leave Review Group.



2016 MATERNITY LEAVE REVIEW GROUP

DeWinter, Stefaan

Associate Professor,
Mathematical Sciences

Hendricks, Mike *

Director, Institutional Systems
Development and Analysis

Hiller, Renee *

Director, Human Resources

Horsch, Ellen (*Chair*) *

Vice President, Administration

Keranen, Melissa

Associate Professor,
Mathematical Sciences

Maki, Tanya *

Office Assistant 6, Human Resources

Meldrum, Jay *

Executive Director, Sustainability,
Director, Keweenaw Research Center

Piret, Cecile

Assistant Professor,
Mathematical Sciences

Stevens, Mary Ellen *

Director, Administration & Resource
Planning, Office of Student Affairs &
Advancement

Webster, Veronica

Associate Professor, Civil and
Environmental Engineering

* *Served on the 2011 University Leaves Group*



The group met on 4 occasions
in addition to communicating
via email.



The final Maternity Leave Review
Group report can be found at:

[http://www.mtu.edu/president/reports/
maternity-review-group-report-09-09-
16.pdf](http://www.mtu.edu/president/reports/maternity-review-group-report-09-09-16.pdf)



The Charge to the
Maternity Review Group was:

“To review the current Maternity
Leave benefit for effectiveness and
appropriateness and recommend
modifications.”

The Group reviewed and assessed the current Maternity Leave benefit and concluded the benefit supported the University's Strategic Plan, Goal 1.



Strategic Plan

Goal 1: “An exceptional and diverse community of students, faculty, and staff.”



The Maternity Leave benefit was established to:

“... Attract, retain, and support faculty and staff by providing recognition, rewards, and competitive compensation.”

as well as

“ . . . Enhance work-life blending for all members of our community.”

The Maternity Leave benefit also provided financial relief to departments and enhanced the work-life blending for individuals.



The Group unanimously
agreed to recommend a paid
Parental Leave benefit.



Recommendations to the President:

The group offered the President the following options to consider:

1. Accept the current Senate Proposal.



Recommendations to the President:

2. Decline the current Senate Proposal but consider enhancing the current Maternity Leave benefit to encompass a paid Parental Leave benefit.
 - A waiting period for eligibility.



Recommendations to the President:

- A two week paid leave for the non-birth mother or non-primary caregiver.
- Tenure Track/Tenured faculty non-birth mother or non-primary caregiver could choose the option of:
 - two weeks paid leave; or
 - 40% pay in the semester, with no teaching and service.



Other Considerations for the President:

1. Recommend a review of the current policy on extending the tenure clock.
2. Recommend that if the current Maternity Leave benefit is enhanced to encompass a Parental Leave benefit, the group should reconvene to review the effectiveness and cost of the benefit.
3. Recommend the modified benefit continues to be supported centrally.



The recommendations were
sent to President Mroz on
September 16, 2016.



The report was shared with:

- **Executive Team** (September 16, and discussed at a retreat on September 20)
- **Deans** (September 21)
- **Directors** (September 21)



President Mroz replied on
October 26, 2016.



Agreed upon terms:

- Use the same advance warning as for the current Maternity Leave benefit.
- No waiting period.
- A two week paid leave.
- Tenure Track/Tenured faculty non-birth mother or non-primary caregiver could choose the option of:
 - two weeks paid leave; or
 - 40% pay in the semester, with no teaching and service.



- Allow the benefit to be used at anytime within 12 months of birth/adoption.
- Decline the Senate Proposal at its current state.



The Parental Leave benefit will
be effective January 1, 2017.



PARENTAL LEAVE BENEFIT FOR ELIGIBLE EMPLOYEES		
Benefit	Birth Mother / Primary Caregiver	Non-Birth Mother / Non-Primary Caregiver
6 Weeks of Paid Leave	<ul style="list-style-type: none"> • Tenure/Tenured Track Faculty * • Faculty on Continuing or Rolling Contracts * • Staff 	
2 weeks of paid leave		<ul style="list-style-type: none"> • Tenure/Tenured Track Faculty * • Faculty on Continuing or Rolling Contracts * • Staff
Full pay in the semester (relieved of teaching duties)	<ul style="list-style-type: none"> • Tenure/Tenured Track Faculty * 	
40% pay in the semester (relieved of teaching and service)		<ul style="list-style-type: none"> • Tenure/Tenured Track Faculty *
50% pay in the semester (relieved of all duties)	<ul style="list-style-type: none"> • Faculty on Continuing or Rolling Contracts * 	

* *Faculty can choose between 6 weeks of paid leave or time off during the semester.*



The Parental Leave benefit can only be used during times the faculty and staff normally work (i.e. summers are not eligible for faculty)



This Parental Leave benefit applies to employees eligible for full benefits and is intended to provide paid leave due to the birth of a child, or recent adoption of a child under 7 years of age.



The Parental Leave benefit will run concurrent with the Family Medical Leave Act (FMLA), if the eligible employee meets the eligibility requirements of the FMLA.



Requests for the Parental Leave benefit should be submitted as soon as possible, but at least 30 days before the leave is expected to begin.



The Parental Leave benefit will
be reviewed in 2 years.



QUESTIONS?



The Benefits Liaison Group (BLG) was restructured in 2015 and the revisions were presented to the Senate on April 1, 2015.

The effectiveness of the BLG will be evaluated after 2 years.