

UCSF POSTDOCTORAL SCHOLAR BENEFITS PLAN
GUIDELINES FOR MATERNITY LEAVE
For Postdoctoral Scholars (Title Codes 3252, 3253, and 3254)
Revised January 12, 2015

This document is a guideline only and is not intended to alter, modify and/or abridge in any manner the terms and conditions of employment set forth in the UC-UAW collective bargaining agreement, effective August 12, 2010. These guidelines apply to Postdocs in all title codes: Postdoctoral Scholar-Employee (3252), Postdoc Scholar-Fellow (3253), and Postdoc Scholar-Paid Direct (3254).

All Postdocs are automatically enrolled in a Short-Term Disability (STD) plan under the UC Postdoctoral Scholars Benefits Plan. STD leave may be used for maternity leave with the following provisions:

- There is a waiting period of seven calendar days before STD payments begin. Postdocs may use accrued sick leave or "Paid Time Off" (PTO) for the 7-day waiting period.
- The plan pays 70% of the first \$1,429 of the Postdoc's weekly pre--disability earnings.
- The STD benefit for maternity leave automatically allows a total of six weeks (five paid weeks after the one week waiting period) for a vaginal delivery. The STD benefit for maternity leave automatically allows a total of eight weeks (seven paid weeks after the one week waiting period) for a cesarean delivery.
- If more maternity leave is needed beyond the initial six weeks, then additional medical documentation is required to extend the STD benefit. STD payments are made as long as the Postdoc's physician feels she cannot return to work, and as long as medical documentation is provided supporting the need for additional leave. With medical documentation on a weekly basis, disability leave is available for up to a maximum of 180 days.
- If the Postdoc wishes to remain on leave longer than is deemed medically necessary by her physician, she can still use her remaining paid PTO for additional days. Once the paid PTO is used up, any further unpaid leave would need to be negotiated with the department.
- If the Postdoc wishes to receive full pay during the initial six weeks of leave, she may use her sick leave and PTO for more than seven days.
- Postdocs receive 24 working days of paid PTO per year, beginning on the first day of their annual appointment and reappointment dates in accordance with the UC-UAW Collective Bargaining Agreement.

For further information, please refer to the following websites:

Short-Term Disability: <http://www.garnett-powers.com/postdoc/ucsf/std.pdf>

Voluntary Long-Term Disability (an optional benefit that Postdocs may sign up for at additional cost): http://www.garnett-powers.com/postdoc/ucsf/benefits_ltd.pdf

Complete text of the UC-UAW Collective Bargaining Agreement

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/post_docs/agreement.html

Note: Article 12.C explains Pregnancy Disability Leave

Article 12.B explains Family Care/Medical Leave

Article 12.B.8 explains Parental Leave

Lactation Accommodation:

<http://www.cdph.ca.gov/healthinfo/healthyliving/childfamily/pages/californialawsrelatedtobreastfeeding.aspx>