

Parental Leave Policy Overview for Clinical Fellows

<u>GME/Training Program Guideline</u>	<p>Please contact your program coordinator for your program's leave of absence guidelines. The GME Office requires training programs to supplement trainees' salaries to guarantee 100% payment for up to 8 weeks of their parental leave. After the initial 8 weeks, Trainees may elect to take an additional leave based on what is covered under MAPFML <u>or</u> by using vacation time. Trainees on maternity leave recovering from birth will receive their salary from short-term disability, MAPFML, and the division. All other Trainees on other types of parental leave will receive their salary from MPAFML and the division.</p> <p>Please see work with your training program director and coordinator to determine specific certifying board requirements.</p>
<u>Massachusetts Paid Family and Medical Leave (MAPFML)</u>	<p>Effective January 1, 2021, you may be eligible for benefits through MAPFML, which grants up to 18-20 weeks of job-protected, partially paid time off to recover from delivery and to bond with your newborn. This bonding portion of your leave must be taken within a year of birth/placement. The max weekly benefit of this leave is \$1,129.82, and you can calculate what your weekly benefit would be <u>here</u>. This weekly benefit is paid for the first 8 weeks partially by MAPFML and partially through your department, after the first 8 weeks you would only receive payment from the state.</p> <p>If the amount covered by MAPFML is higher than 60% of your normal pay, you would not qualify for additional STD payments.</p>
<u>Short Term Disability</u>	<p>Short Term Disability is available to parent's who give birth to their child. BCH's Short Term Disability vendor is Lincoln. If you plan to take leave post-partum, please:</p> <ul style="list-style-type: none"> • Notify the your administrative manager • Go to http://web2.tch.harvard.edu/benefits/mainpageS3063P56.html for information on our Short Term Disability policy and follow the instructions to report your claim/leave on the vendor's website (https://www.mylibertyconnection.com/public/index.html). The HR Leave Administrator can be contacted at HRAbsenceManagement@childrens.harvard.edu. • Short Term Disability will cover part of your salary for 5 weeks (for vaginal delivery) and 7 weeks (for Caesarian section) and will send you checks directly. The MAPFML and the training program will supplement your salary so that you receive 100% of your pay and fringe benefits for the duration of the 8 weeks you are officially on leave. Any leave you take beyond 8 weeks would be covered just by MAPFML, unless you've been approved for extended STD based on other medical factors.
<u>Insurance</u>	<p>If you have BCH Blue Cross Blue Shield insurance, please visit www.bcbs.com to create a profile. Once you have created a profile, you can search providers (https://www.bcbs.com/find-a-doctor) find the preferred hospital and provider lists, and cost calculators.</p>
<u>Moonlighting</u>	<p>Moonlighting is not allowed while on LOA</p>

<p><u>Return to Work</u></p>	<p>Regardless of how much leave you take, a week before your return to work, if you are a birthing parent, you will need to make an appointment with OHS so that they can clear you to return to work.</p> <p>OHS Contact Information: Email: OHS@childrens.harvard.edu Internal: 8-3046 External: 857-218-3046</p>
<p><u>Benefits Payments While on LOA</u></p>	<p>If you go without receiving a paycheck from BCH while on leave and you carry benefits, benefit coverage would continue. Any missed premiums would go into arrears, and you would have to start to pay them back on a 1:1.5 basis once you begin to receive pay again from BCH. For example, if you usually pay \$200 a pay period for your benefits you would see \$300 taken out of your pay, \$200 for the current pay period, and \$100 for a missed pay period until your arrears amounts have been paid.</p> <p>Keep in mind that some benefits, like MBTA/Commuter/Parking passes can be put on “hold” while you are on leave – you would need to contact the Parking/Commuter Office and notify them of your impending leave. http://web2.tch.harvard.edu/parking/</p>
<p><u>Lactation Support</u></p>	<p>http://web2.tch.harvard.edu/lactation/</p> <ul style="list-style-type: none"> • Lactation Room Access: Some lactation rooms require a combination code; for lock combinations or for orientation on breast pump use, contact the Lactation Support Program at (617) 355-0005 or x5-0005 or the Hale Family Center for Families at (617) 355-6279 or x5-6279. • Lactation Room List http://web2.tch.harvard.edu/lactation/Documents/Lactation_room_list_2022.docx • Class Offering: Employee Lactation Support: Back to Work Breastfeeding. Offered the first Tuesday of every month. Register for this class via NetLearning to receive the Zoom meeting link. • Mamava Suites are available onsite – App required, www.mamava.com for more information. <ul style="list-style-type: none"> ○ BCH Main Lobby ○ 1 Autumn Street – Auditorium A ○ Landmark 6th Floor ○ CLS 12 to Karp (near the ramp) ○ Peabody Satellite – 2nd floor lobby. <p>Email Kimberly Barbas (Kimberly.barbas@childrens.harvard.edu) for more information</p>
<p><u>KGA Employee Resources</u></p>	<p>https://my.kgalifeservices.com/ Contact info@kgreer.com for:</p> <ul style="list-style-type: none"> ○ Personal assistance with childcare search (for no charge, will narrow your search based on criteria you provide and call those centers regarding availability, touring, etc) ○ Resources including babysitter search tools, nanny agencies, nanny interview guides <p>BabyReady LifeSeries: https://my.kgalifeservices.com/programs/babyready</p> <ul style="list-style-type: none"> ○ Educational resources (articles and webinars on childcare and parenting) ○ Legal/financial resources (e.g., estate planning) ○ 2 free books per year (some are parenting-focused)

	<ul style="list-style-type: none"> ○ Lots of other things!
<u>Childcare Options</u>	<ul style="list-style-type: none"> • Add BCH Daycare options –If you are interested in enrolling with the Boston Children’s Hospital Child Care Center or have any questions please contact Donna Warner at: 1 (617) 355-6006 or by email: donna.warner@childrens.harvard.edu • Bright Horizons at 401 Park has discounts for BCH Emp. • Licensed Daycare Search - https://eeclead.force.com/EEC_ChildCareSearch • Care.com <ul style="list-style-type: none"> ○ Free account through BCH (bch.care.com) to create listings/hire providers ○ Back-up care benefit – subsidized rates for in-home care or care in a center (30 days/year) • BWH Nanny Network <ul style="list-style-type: none"> ○ Weekly newsletter containing postings from physicians searching for/promoting a nanny (subscribe here) • Harvard Board – Post to get a nanny or tutor, need an ecommons account. • Licensed home daycares <ul style="list-style-type: none"> ○ Search Neighbor Schools or the state’s website
<u>Childcare Subsidy</u>	<p>To help offset the cost of childcare for employee parents, Boston Children’s Hospital will provide a childcare subsidy to eligible employee parents who incur certain childcare costs via an eligible childcare provider. This program provides a monthly subsidy (payment) to assist with the cost of regular, ongoing childcare with a licensed childcare provider. This subsidy will be paid to the employee via Payroll. Click HERE for more information</p>
<u>Adoption Assistance</u>	<p>You may be eligible for up to \$8000 in adoption assistance associated with adoption. Contact hrrhub@childrens.harvard.edu for additional information.</p>