Parenthood

SWiP Discussion Night
April 2, 2014
Maternity Leave & Paternity Leave
What do Swaziland, Papau New Guinea, Lesotho, and the United States have in common?
What do Swaziland, Papau New Guinea, Lesotho, and the United States have in common?

Only* countries **without** paid maternity leave

*out of 178
New parents guaranteed their job for 12 weeks after a new baby (includes adoption)
  ○ Unpaid
  ○ Must have been employed for at least 12 months
  ○ Company must have 50+ employees
Paid Parental Leave: U.S. vs. The World

The U.S. joins Lesotho, Swaziland and Papua New Guinea as the only countries that do not mandate paid maternity leave. Most countries ensure at least three months of paid leave for new mothers, and many give fathers benefits too.

Source: International Labour Organization
California
● In 2002 - 6 weeks of paid leave for mothers and fathers

New Jersey
● 6 weeks paid leave

Rhode Island
● 4 weeks paid leave

Companies
● Google(7), Yahoo(8), Bank of America (12), Facebook(17), Reddit(17)
Why is Paternity Leave Good?

- Allows for women to advance
- Countries & companies benefit when women advance
- Countries that maintain women in the workplace, during motherhood, have better economies
  - Effective strategy= Paternity leave

http://www.weforum.org/issues/global-gender-gap
## Leaves available to OSU employees*

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<th>Employee Class</th>
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*Applicable to full-time only

“Benefits Eligibility Booklet” by the Office of Human resources at OSU, revised January 2013
Parental Leave (Paid)

- Up to 6 work weeks for birth mother for recovery from childbirth and to care for and bond with a newborn
- Up to 3 work weeks for a father, domestic partner, employee using a surrogate, or adoptive parent
- Parental leave is available for one year from the birth (for non-birth mother) or adoption of a child
- Can be used at one time or intermittently (for non-birth mother) prior to and during the first 12 weeks following birth or adoption
- Parental leave runs concurrently with Family and Medical Leave. If you have less FML available than the amount of parental leave to be taken, parental leave will still apply without regard to existence of your available FML

"OSU Parental Care Handbook" by the Office of Human resources at OSU, revised March 2014
Sick Leave (Paid)

(Weeks of FML available) – (Weeks of Parental Leave) – (Weeks of Short-Term Disability payment) = Maximum weeks of Sick Leave available following the birth of a child.

Adoption Assistance

This program will reimburse up to $5,000 per child for eligible adoption-related expenses

“Overview of your Benefits” by the Office of Human resources at OSU, January 2014
For grad students…

- Six weeks for mother
- Three weeks for father, domestic partner, or adoptive parent
- Must be used consecutively… could deter people from using leave?
- Continue to receive 100% of stipend plus other benefits associated with appointment
- A funded grad student must have completed two consecutive semesters
- Plus six weeks for medical leave

Ohio State University Graduate school handbook, Appendix E, VII. Childbirth/Adoption Leave of Absence
Pregnancy in the Lab and Beyond
Safety

- General lack of safety guidelines in the United States

- At Ohio State?
  - OSU EHS: Not helpful!
  - As a student/postdoc/faculty member working in the lab, you could be primarily responsible for setting your own safety standards
    - General standards don’t always exist at a department level, university level, etc

- Babies of lab works not at a significantly increased risk compared to those of non lab workers (exception is radiation): [http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2078042/](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2078042/)
Safety

Be prepared to research what you need to do for your own situation

- Occupational Safety & Health Administration (OSHA) guidelines (http://www.osha.gov/SLTC/reproductivehazards/)
- Reproductive Hazards of the Workplace

Explains how to recognize and manage a wide range of potential threats to reproductive health, including:

* Chemical agents  * Ergonomic factors
* Physical agents  * Travel
* Biologic agents  * Stress

Sadly, often the relevant information on the reproductive safety of substances we find in the lab simply does not exist! Studies have not been conducted because there are no regulations in place that demand it.
Title VII of the Civil Rights Act of 1964

Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments...

**Title VII's pregnancy-related protections include:**

* Hiring
  * Pregnancy and Maternity Leave

* Health Insurance
  * Fringe Benefits

Pregnancy-related benefits cannot be limited to married employees...

Employees on leave because of pregnancy-related conditions must be treated the same as other temporarily disabled employees for accrual and crediting of seniority, vacation calculation, pay increases, and temporary disability benefits

http://www.eeoc.gov/facts/fs-preg.html
Pregnancy Discrimination

- What are the more subtle ways that pregnancy/maternity leave discrimination happens?
  - ‘When you get back from your vacation…’
  - Formal paid leave vs. ‘vacations’, other informal medical/personal situations
    - The perception of ‘slacking off’ or lacking focus, being less committed
Parental Discrimination? ‘Mom’ vs. ‘Dad’

- The amount of leave you take (6 weeks vs 0-3 weeks)
  - How do we normalize this situation?

- The first 12 months - breastfeeding
  - Strict timetable for arriving and leaving work
  - Pumping 2 or 3x per day (30 minutes each)
  - Pumping sessions are not negotiable - you cannot easily move them or skip them

- Generally speaking (there are always exceptions!) the impact of a baby on Mom’s work life is significantly bigger than the impact on Dad’s work life
  - How does this impact how you are perceived professionally?
  - How does this impact your career trajectory?
Figure 7. Children, or plans to have them, exert a greater influence on women’s careers (brown) than they do on men’s (gold). In a 2008 survey of University of California postdoctoral scholars, about 20 percent of men moved out of the research-professor career track, regardless of whether they had children. Percentages of women who left that path vary, with the most significant attrition, 41 percent, occurring for women who had new children after beginning a postdoctoral position. (Chart based on data from M. Goulden, K. Frasch, and M. Mason, 2008, “University of California Postdoctoral Scholar Career and Life Survey.”)
Figure 2. Women are in the minority in nearly all fields of science, especially in math-based fields. Assistant professors are more numerous than associates, who are more numerous than full professors, as shown above for 2007. Women appear to be hired as assistant professors at rates close to their representation among Ph.D.s. However, fewer women apply for tenure-track jobs than their numbers in the Ph.D. pool suggest, according to a 2009 report by the National Research Council. Thus women applicants are more likely than men to be offered tenure track jobs, when they apply—and they are more likely to be hired than their numbers among assistant professors indicate. (Graphs based on data from D. Nelson and C. Brammer, 2010.)
Childcare

● The options
  ○ Nanny or in-home care
  ○ Small in-home daycare center
  ○ Larger daycare center with many teachers
    ■ https://jfs.ohio.gov/cdc/childcare.stm
  ○ Flexible work schedules!
    ■ Mom and dad swing shifts and never get any sleep or time together
    ■ This is a real possibility for a grad student/postdoc
    ■ Depends on your advisor
  ○ Family/friends help out (for free) - you can only hope to be so lucky
Childcare

● The reality
  ○ It’s EXPENSIVE!
    ■ $8,000 - $13,000/year for part time care
    ■ $13,000 - $20,000+/year for full time care
    ■ half-time care does NOT equal half the price
    ■ Often required to pay even when your kid is not there (sick, vacations, etc)
    ■ Often still provide your own diapers, formula, food, etc.
  ○ Many do not accept infants at 6 weeks
  ○ Feelings of guilt
    ■ Dropping off a 6 week old infant with a stranger (albeit a trusted one)
Thank you for coming!

Slides will be posted on our website
http://www.physics.ohio-state.edu/SWIP/