

**From:** "Zipser, Nina"

**Date:** Wednesday, December 9, 2020 at 3:16 PM

**Subject:** FW: Harvard Paid Family and Medical Leave

Dear Colleagues,

Following up on the University's email today concerning Harvard's Massachusetts Paid Family and Medical Leave (MAPFML) Policy, I am writing to share some information on the Faculty of Arts and Sciences' (FAS) additional policies for professors of all ranks who become new parents.

FAS professors of all ranks are eligible for the University's MAPFML benefits. In addition, Harvard gives its Schools the discretion to offer supplemental leave benefits, consistent with University policy. Effective January 1, 2021, the FAS' and University's new policies supersede the FAS' previous benefits for new or expecting parents.

The University's MAPFML Bonding Leave benefit provides new parents (by birth, foster placement, or adoption) with up to 12 weeks of paid time off (i.e., up to 4 weeks fully paid and up to 8 weeks partially paid, at up to \$850 per week) within the first 12 months after the birth, adoption, or foster placement of a child. For more information on University MAPFML benefits, including the Bonding Leave benefit, please see [https://hr.harvard.edu/files/humanresources/files/mapfml\\_summary\\_faculty\\_2021.pdf](https://hr.harvard.edu/files/humanresources/files/mapfml_summary_faculty_2021.pdf).

The FAS is pleased to supplement the University MAPFML Bonding Leave benefit. If a faculty member chooses to take their University MAPFML Bonding Leave within a single semester, the FAS will supplement the MAPFML Bonding Leave so that the faculty member can take the full semester of leave (approximately 14 weeks) at full pay. We call this benefit the **FAS Parental Semester of Leave, or FAS PSL**. FAS PSL can be taken within the first 12 months after the child's birth, adoption, or foster placement. FAS PSL must be fully contained within a single semester. If elected, FAS PSL and University MAPFML Bonding Leave run concurrently.

In addition, and regardless of whether FAS faculty choose to participate in FAS PSL, all FAS parents in any professorial ranks are eligible for another FAS leave benefit: 4 weeks of **FAS Paid Parental Leave (FAS PPL)**. The purpose of FAS PPL is to provide faculty with time to prepare for the birth, adoption, or foster placement and/or to care for and bond with their newly born, adopted, or foster-placed child. As such, faculty are not expected to teach, advise, or do research during this leave. This leave can be used within the following time frame: anytime between a month before the expected date of the child's birth, adoption, or foster placement and up to 3 months after the child's birth, adoption, or foster placement. If elected, FAS PPL and University MAPFML will run concurrently to the extent allowed by the MAPFML.

Finally, FAS professors in any professorial ranks who give birth may be eligible for the University’s MAPFML **medical leave** benefit. This benefit allows professors of all ranks to take up to 26 weeks of medical leave at full pay due to their own medical condition, including recovery from childbirth. Typically, 8 weeks of medical leave are granted for recovery from childbirth.

***Examples of leave benefits available to FAS professors of all ranks***

		<i>If elected, FAS PSL runs concurrently with University MAPFML Bonding Leave</i>					
	University MAPFML Medical Leave	FAS Paid Parental Leave (FAS PSL)		University MAPFML Bonding Leave		FAS Parental Semester of Leave (FAS PSL)	
<b>Birth parent</b>	Typically, 8 weeks fully paid for childbirth	+	4 weeks fully paid  (can be used from 1 month before birth/adoption/foster placement to up to 3 months after birth/adoption/foster placement)	+	4 weeks fully paid + 8 weeks partially paid  (must be used within the 12 months after birth/adoption/foster placement)	OR	One semester off, fully paid  (must be used within the 12 months after birth/adoption/foster placement <u>and</u> must be fully contained within a single semester, e.g., two half-semester of leave are not permitted.)
<b>Non-birth parent</b>	N/A	+	4 weeks fully paid  (can be used from 1 month before birth/adoption/foster placement to up to 3 months after birth/adoption/foster placement)	+	4 weeks fully paid + 8 weeks partially paid  (must be used within the 12 months after birth/adoption/foster placement)	OR	One semester off, fully paid  (must be used within the 12 months after birth/adoption/foster placement <u>and</u> must be fully contained within a single semester, e.g., two half-semester of leave are not permitted.)

For more information on these policies, please contact your assistant dean for faculty affairs if you have questions.

Regardless of which leave benefits you decide are best for you, time off to prepare for, care for, and bond with a new child is invaluable. I am pleased that the FAS and the University are able to provide new parents with these options.

Sincerely,  
Nina Zipser

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Nina Zipser  
Dean for Faculty Affairs and Planning  
Faculty Dean of Lowell House  
Faculty of Arts and Sciences  
Harvard University

**From:** Harvard-Benefits  
**Date:** Wednesday, December 9, 2020 at 2:56 PM  
**To:** Harvard-Benefits  
**Subject:** [Harvard-Benefits] Harvard Paid Family and Medical Leave

Dear Colleague,

In October of last year (or upon your appointment if you joined our community since that time), we wrote to you about Harvard's new paid family and medical leave benefits. We are pleased to let you know that many of these new benefits will become available starting January 1, 2021, and the remaining benefits will become available starting July 1, 2021.

A detailed overview of these new benefits and important information about how to apply for them may be found in the following plan summary, posted online:

**[Harvard MAPFML Summary: Faculty and Academic Appointees](#)**

The plans for faculty and academic appointees will also be posted on the Office of [Faculty Development and Diversity's website](#), on each School's Faculty Affairs website, and on [Harvie's MAPFML page](#).

We encourage you to review and become familiar with them.

Note that there are three benefits plans for faculty and academic appointees. Please contact your School's Faculty Affairs Administrator to determine which specific plan corresponds to your position. Under the new bonding policy provided for in the new benefits, parents with new children in 2020 may be eligible for additional leave time in 2021.

You may also be eligible for additional benefits offered by your School regarding teaching or workload reduction and/or other appointment adjustments that are related to (but separate from) these paid leave benefits. Your School's Faculty Affairs Administrator will also be able to help you navigate such other relevant policies and benefits.

Sincerely,

## Harvard Benefits

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Any information contained in this e-mail about Harvard University's benefit plans is intended to be accurate. The provisions of the benefit plan documents will govern to the extent there is any inconsistency between those documents and the information contained in this e-mail.