



Supporting Your Growing Family

Giving you the time and resources you need

Welcoming a new child to your family is exciting—and also a major life change. No matter where you are along your path to parenthood, Brown University has a robust set of programs to help you every step of the way—from support getting pregnant, to preparing for your leave of absence, to returning to work.



Preparing to grow your family

- Maternity and Pregnancy Management Care
- Infertility Benefits
- Reproductive Health

[Learn More](#)

Planning for a new child

- Brown Paid Parental Leave (Six weeks, 100% paid)
- Other Types of Leave
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- Flexible Work Arrangements

[Learn More](#)

The Employee Assistance Program (EAP) and Employee Accommodation Services

[Learn More](#)

Preparing to Grow Your Family

Planning to grow your family can be a daunting journey. Rest assured, Brown has many resources available to help you grow your family in whatever way you need along this pathway. Through our university-sponsored medical plans, employees and dependents have access to:

Maternity and Pregnancy Management Care



Depending on your medical plan, you'll have access to **no-cost or low-cost office visits and childbirth/delivery services** when you visit an in-network provider. For all plans, pregnancy management benefits cover a variety of elective and non-elective services including fetal reduction surgery, contraceptive services, voluntary sterilization, pregnancy termination, and more.

Infertility Benefits



Employees and dependents who have struggled to get pregnant for longer than a year are **eligible for a range of infertility benefits**, including diagnostic testing, assisted reproduction (e.g., in vitro fertilization [IVF], intrauterine insemination [IUI], artificial insemination [AI]), pharmaceutical products, and more.

Reproductive Health Support



The Spring Health Employee Assistance Program (EAP) offers support to employees and members of their households on topics related to reproductive health, including infertility, pregnancy, pregnancy termination, and post-childbirth or termination support. The EAP offers 10 free confidential counseling sessions per year. After that, you can be matched with a counselor on your medical insurance plan to minimize your out-of-pocket costs.

Adoptive parents also have resources, including **Brown's new adoption reimbursement benefit**.

All full-time faculty and regular staff with at least one year of full-time service immediately prior to the initiation of the adoption are eligible for a one-time child adoption expense reimbursement per calendar year. [Learn more.](#)



Overview of Brown Paid Parental Leave

Other Types of Paid Time Off and Leave

Leave Example #1

Leave Example #2

Updating Your Benefits



Overview of Brown Paid Parental Leave

Brown University is proud to offer **six weeks of fully-paid parental leave to use intermittently within the first year of birth or adoption of a child, in one week increments.** In addition, you may be eligible for temporary disability and/or caregiver benefits through the state.* Learn more about Brown Paid Parental Leave below:

What is Brown Paid Parental Leave?	Brown University provides biological and adoptive parents six weeks of fully-paid leave to use intermittently within the first year of birth or adoption of a child, in one week increments
How much time off can I take through Brown Paid Parental Leave?	Six weeks , equivalent to 30 business days, to be used intermittently in one week increments
How much will I be paid during my Brown Paid Parental Leave?	100% of your pay in addition to any pay you are receiving through the state's Temporary Disability Insurance (TDI), Temporary Caregiver Insurance (TCI) or paid leave benefits program.* Your Brown Paid Parental Leave benefits are entirely separate from available state benefits
Who is eligible for Brown Paid Parental Leave?	Staff who are biological and adoptive parents and are currently Benefit Eligible based on Full-Time Equivalency (FTE)
I'm a new hire. Am I eligible?	Yes! If you are eligible (see above) you can use this benefit immediately
What is the timing?	Brown Paid Parental Leave can be within the first year of the birth or adoption date. The weeks can be taken intermittently in one week increments
How does Brown Paid Parental Leave align with Federal and state job-protected leave?	You may be eligible for Family and Medical Leave Act (FMLA) leave protections, and/or state job-protected leave** to be taken within the first year of the birth or adoption. Applicable Federal and state leave protections will run concurrently with Brown Paid Parental Leave benefits
What if I have other questions?	For more information, including how to apply, see Brown Paid Parental Leave FAQs

*State leave benefits depend on the state you work in. Most Brown employees work in Rhode Island, but there are some that work in other states.

**State job-protected leave also depends on the state you work in.

Supporting employee work-life balance is a priority for Brown. Our Paid Parental Leave policy is robust in both:

- The amount of time off—six weeks
- The amount of pay—100% of your pay in addition to pay you receive from the state's leave programs

We believe it's vital to provide new parents with the time off and support you need during this critical time.

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Other Types of Paid Time Off and Leave

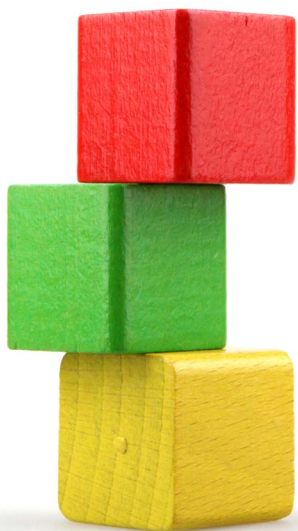
In addition to our six-week Brown Paid Parental Leave, employees can also apply for other types of paid time off and leave. You can generally take Brown Paid Parental Leave and the other types of paid time off and leave below at the same time, and in some cases you may receive more than 100% of your pay.

Types of paid time off	Who offers it?	Who is eligible?	How much time off can I take if I'm eligible?	Pay during my absence
<u>Brown Paid Parental Leave</u>	Brown University	Biological and adoptive parents	Six weeks	100% pay
Temporary Caregiver Insurance (TCI)* (otherwise known as Bonding Leave)	<u>The State of Rhode Island Department of Labor and Training (DLT)</u>	Biological, adoptive, and foster parents	Up to six weeks (must apply within 30 days of your leave's start date)	Partial wage replacement based on income: minimum \$121/week, maximum \$1,043/week (taxable income)
Temporary Disability Insurance (TDI)*	<u>The State of Rhode Island DLT</u>	Birth mothers, until they are released from doctor's care	Six to eight weeks, depending on type of delivery	Partial wage replacement based on income: minimum \$121/week, maximum \$1,043/week
Vacation Time	Brown University	All employees	As much as you have earned	100% pay
Sick Time	Brown University	All employees	As much as you have earned (sick and family sick time)	100% pay

Types of leave	Who offers it?	Who is eligible?	How much time off can I take if I'm eligible?	Pay during my absence
Federal Job-Protected Leave	<u>FMLA</u>	Biological, adoptive, and foster parents	Up to 12 weeks	Unpaid, but coordinates with other types of leave and/or paid time off
State Job-Protected Leave**	<u>Rhode Island Parental Family and Medical Leave (RIPFML)</u>	Biological, adoptive, and foster parents	Up to 13 weeks	Unpaid, but coordinates with other types of leave and/or paid time off
Personal Leave	Brown University	All employees when absent of other leave options	Up to 26 weeks (may have benefits impact)	You may use vacation time to remain at 100% pay or be unpaid for all or a portion of this leave
Leave as an accommodation	Brown University	When Federal or state leave options are not available to the birth mother, this leave may be an option during the period of the covered disability	Until you are no longer medically disabled and for the period that is considered reasonable	Unpaid, but you may utilize available paid time off to remain paid during this leave

*State leave benefits depend on the state you work in. Most Brown employees work in Rhode Island, but there are some that work in other states. TCI and TDI are income benefits entirely administered by the state of Rhode Island, separate from any leave or pay received by Brown, and are not a protected leave status.

**State job-protected leave also depends on the state you work in.



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Leave Example #1

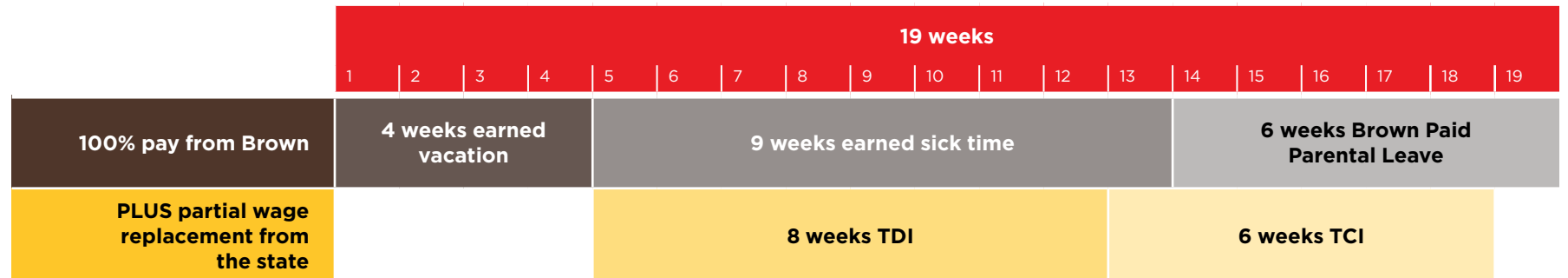


Meet Wanda, a birth parent

Wanda plans to take 19 weeks of leave continuously from the time of her baby's birth. She has a balance of four weeks of vacation days and nine weeks of sick time as well as access to six weeks of Brown Paid Parental Leave which she requests to stack at the end of her FMLA/RIPFML leave period. Wanda also applies for and is approved for Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI) through the state of Rhode Island. As the birth is a C-section, she is eligible for eight weeks of TDI following the baby's birth, followed by six weeks of TCI.

Wanda's pay for 19 weeks of her leave would be 100% pay plus the partial wage replacement granted by TDI and TCI, for a potential weekly total greater than her typical take-home pay for up to 14 weeks of the leave.

Wanda's Paid Leave:



Wanda's Job-Protected Time Away:



Remember—everyone's situation is different!

Brown Paid Parental Leave is designed to be flexible, so you can take the time that makes most sense for you. These leave examples are just a few of the many ways you can take leave to care for your new family addition!

Overview of Brown Paid Parental Leave

Other Types of Paid Time Off and Leave

Leave Example #1

Leave Example #2

Updating Your Benefits

Leave Example #2



Meet Claudio, a non-birth parent

Claudio plans to take 13 weeks of leave following the birth of his child. He has a balance of five weeks of family sick days and two weeks of vacation days, as well as access to six weeks of Brown Paid Parental Leave. Claudio also applies for and is approved for six weeks of Temporary Caregiver Insurance TCI through the state of Rhode Island.

Claudio's pay during his 13-week leave is 100% pay, in addition to partial wage replacement granted by TCI and a potential weekly total greater than his typical take-home pay for up to six of those weeks.

Claudio's Paid Leave:



Claudio's Job-Protected Time Away:



Remember—everyone's situation is different!

Brown Paid Parental Leave is designed to be flexible, so you can take the time that makes most sense for you. These leave examples are just a few of the many ways you can take leave to care for your new family addition!

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Leave Example #1

Leave Example #2

Updating Your Benefits

Updating Your Benefits

Adding a new member to your family is considered a Qualified Life Event, which means you can make changes to your benefits within 31 days of the birth or adoption date. As you plan for your new child, consider the changes you may need to make to ensure your child is covered:

<p>Medical Coverage</p>	<p>We offer three comprehensive medical plans:</p> <ul style="list-style-type: none"> • A Preferred Provider Organization (PPO) plan through Blue Cross Blue Shield of RI (BCBS RI), called the HealthMate Coast-to-Coast plan • A PPO through UnitedHealthcare (UHC), called the Choice Plus Plan • A High Deductible Plan with a Health Savings Account (HSA) through UHC, called the Choice Plus with HSA <p>Be sure to review the plan options to determine which is best for your family's new situation, and add coverage for your new child. Remember, no matter which plan you choose, you'll have access to:</p> <ul style="list-style-type: none"> • No-cost in-network preventive care • 24/7 telehealth care • Prescription drug coverage
<p>Critical Illness and/or Accident Insurance</p>	<p>If you're nervous about the possibility of having a large out-of-pocket expense due to an unforeseen medical issue, these voluntary benefits help you mitigate that risk. Critical Illness and Accident Insurance prove a lump sum cash payout when you experience a covered diagnosis or accident for you to use any way you see fit—including ongoing living expenses like child care. These benefits are a great way to secure additional financial protection for your growing family. You may elect either of or both of these benefits within 31 days of your child's birth or adoption date</p>
<p>Voluntary Life Insurance</p>	<p>While Brown University provides up to \$50,000 of Basic Life Insurance, employees may also purchase additional Group Term Life Insurance for themselves and Spousal and/or Child Life Insurance for their dependents. While it's never pleasant to consider the unthinkable, these Supplemental Life Insurance offerings are another way to provide financial protection for your family</p>
<p>Dependent Care Flexible Spending Account (DCFSA)</p>	<p>The DCFSA is a pre-tax benefit that allows you to set aside at least \$5,000 each year to pay for eligible dependent care services, like day care expenses</p>



Remember! You must make changes to your benefits within 31 days of your child's birth or adoption date. Otherwise, you will have to wait to the next Open Enrollment period or a new Qualified Life Event.



Returning to Work

We know returning to work can be a major adjustment, and we're here to make your transition as seamless as possible. Below are a few of the many programs and resources available to help you return to work with confidence:

Program/Resource	Overview
Lactation Resources	Brown is committed to providing the support breastfeeding parents need at work. We have private lactation rooms across campus for nursing mothers to use when needed. Review our Nursing Parents in the Workplace Policy for complete information about our commitment to new parents
Child Care Subsidy	Our Child Care subsidy helps you explore options and find creative solutions to the child care challenges you may face. The subsidy covers child care expenses for eligible dependents age six and under. Award amounts vary depending on financial needs and other factors
Child Care Affiliations	To help our working parents find convenient, high-quality child care, we maintain affiliations with the YMCA Mt. Hope Child Care Center and the Brown/Fox Point Early Childhood Education Center, as well as Bright Horizons
Back-up Care	We know the unexpected happens frequently with children. Brown offers eligible employees access to back-up care for children (as well as adults) when there is a temporary breakdown in normal care arrangements. This program is administered by Bright Horizons and provides 24/7 access to qualified specialists, at a low cost to employees, for both planned and unplanned care needs
Wellness Portal	Our wellness portal, administered by Virgin Pulse, is your one-stop shop for Wellness Rewards activities. Submit your tobacco affidavit, participate in online journeys, log your annual well or dental visit, and more to receive Wellness Rewards
Flexible Work Assignments	There are times when a standard work schedule may not fit with the other important things going on in your life. We offer alternative work assignments and a generous time off policy to help you navigate life's transitions—especially when it comes to welcoming a new child



The Employee Assistance Program (EAP)

The Spring Health EAP provides support for your entire parenting journey—from planning to birth or adoption, to childcare and education resources, to counseling and support:

- ✓ **Free therapy.** Get up to 10 therapy sessions per year for you and every member of your family, at no cost to you. See a therapist in less than two days.
- ✓ **Personalized care.** Take a short online assessment to get a personalized care plan based on your current needs and long-term goals.
- ✓ **Dedicated support.** Connect with your Care Navigator at any time. Care Navigators are licensed mental health professionals who can help you find the right therapist, schedule appointments, provide guidance, and check in with you along the way.
- ✓ **Diverse providers.** Find a therapist you can relate to. Search by condition, specialty, gender, race, language, and more.
- ✓ **Wellness exercises.** Get on-demand access to a digital library of self-guided exercises designed to improve your mental wellbeing.
- ✓ **Coaching.** Connect with a professional coach to help you set and achieve tangible goals, build new skills, and develop healthier habits.
- ✓ **Work-life services.** Talk to experts and find resources for legal assistance, financial services, child and elder care, travel, and more. Explore work-life resources. (work-life code: brownu)

Employee Accommodation Services

Brown University is committed to diversity, inclusion, and nondiscrimination, and supports the employment of qualified individuals with disabilities. Employees who need reasonable accommodations to perform the essential job duties of their position are encouraged to request them through our [Employee Accommodation Services](#) program, administered by Broadspire.

The [Pregnant Workers Fairness Act \(PWFA\)](#) is a new law that requires employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.

