



Parental and Family Leave

THE UNION DIFFERENCE

The Parental and Family Leave policy at the University of Oregon complies with the federal Family and Medical Leave Act.

According to the Faculty Handbook:

- Parental leave is granted as a minimum of twelve weeks of unpaid leave.
- Parental leave is approved by the department head. There is no appeals process for ungranted leave.
- The tenure process may or may not be paused during Parental Leave.
- “Members of the faculty concerned about the potential conflict between the demands of new child raising and the requirement for tenure should contact the provost’s office for information about parental leave.” — Chapter 4, Section D

The faculty at Rutgers University have a union—the Rutgers AAUP-AFT. Their Family Leave policy is significantly different than ours.

- After pregnancy, faculty members, including RAs and post-docs, at the Rutgers University are entitled to six weeks **paid** leave.
- New parents, due to birth or adoption, are entitled to eight weeks paid leave. The eight weeks paid leave can run consecutively with the pregnancy leave for a total of fourteen weeks.
- The tenure process is put on hold during Family Leave for a year.
- Each year, the University and the Union jointly select a person to fulfill position of Liaison. The Liaison is charged with helping the faculty secure the benefits of the Rutgers Family Leave Policy.