HR Update: Parental Leave Policies and Resources

Diana Kremzar, Director, UI Family Services • Benefits Health & Productivity
Michelle Kongable, Assistant Director, Employee & Labor Relations/Faculty & Staff Disability Services
Policies to Consider

- Pregnant Workers Fairness Act (PWFA)
- Pregnancy Discrimination Act and Iowa Code Ch 216
- Family and Medical Leave Act (FMLA)
- Parental Leave Policy (Operations Manual)
- Paid Leave Options
  - Sick/Family Caregiving
  - Vacation
  - Catastrophic Leave
- Unpaid Leave
Where to Start

➢ Local HR or Senior HR Rep
➢ Faculty Staff Disability Services
  ➢ Leave & Disability Services (UI Healthcare)
➢ UI Family Services
➢ Employee Assistance Program
➢ liveWELL Health Coaching Program
Staff Resources

➢ Parental Leave Webpage
  • Leave policies
  • Best Practice Guide
    • For employees
    • For supervisors/HR reps
  • Return to Work Resources
    • Policies
    • Work Arrangements
    • On-Campus Lactation Resources

https://hr.uiowa.edu/support/faculty-and-staff-disability-services/parental-leave
Child Care Referral Resources

→ Iowa Child Care Resource and Referral
  • iowaccrr.org/families

→ Back-up Child Care through Handicare
  • https://hr.uiowa.edu/well-being/family-services/child-care/back-child-care/handicare-inc-well-back-child-care
On-Campus Lactation Rooms

80+ designated lactation rooms across campus

Medela Symphony breast pump available

https://hr.uiowa.edu/well-being/family-services/lactation-facilities-and-resources/lactation-room-locations
Summer Programs

https://hr.uiowa.edu/child-care/summer-programs

→ Updated by mid-spring each year
IOWA