EXPECTANT PARENTS’ PANEL
Tips to Prepare
Panelists

– **Ann Bassoni**, Therapist, HR Work+Life Connection
– **Azetta Beatty**, HR Manager, Office of Work-Life
– **Gail Carbol**, HR Manager, UK Benefits
– **Katie Cardarelli**, Senior Assistant Provost for Faculty Affairs and Professional Development
– **G.T. Lineberry**, Associate Provost for Faculty Advancement
– **Lindsey Powell**, FML Administrator, UK Healthcare, HR Leave Administration
HR Office of Work-Life

- **Therapy Services (Work+Life Connections)**
  - 5 free one-on-one and family counseling; group workshops; outreach
  - Website tools (schedule appointments, screenings, Apps, etc.)
  - 3 contracted clinicians prioritizing diverse employees (Spanish speakers, minorities)

- **Childcare and Parenting Resources**
  - Working Parents Network
  - Big Blue Family Care (child care referral program), Summer Camps Fair
  - Lactation Support, Little Cats Guide
  - Website Tools (childcare facility tips, search tools)

- **Elder Care Resources & Consultations**
  - Newsletters & Blog, Monthly workshops, VDT, Annual Senior Caregiving Conference
  - Website resources (blogs, toolkits, guides, agencies info, etc.)

- **Flexible Work Arrangements Consultations**
  - Adjusted Time, Reduced Seasonal Hours, Remote & Hybrid Work, Compressed Week, Reduced Hours

[https://www.uky.edu/hr/work-life-and-well-being](https://www.uky.edu/hr/work-life-and-well-being)  859-257-8763  worklife@uky.edu
Preparing for leave: Things to Consider

• Review the UK leave and benefit options
  – Learn about child care and pregnancy resources including breastfeeding or lactation

• Determine the length and timing of your leave

• Find childcare (sign up for waiting lists)

• Communicate your plans with your supervisor and team
  – Create a plan to cover your work tasks while you are away
Transition plan

• **Before You Go on Leave**
  – Develop maternity/paternity leave transition plan
  – What will you need for the baby
  – Self Care
  – Community connections

• **Getting Ready to Return**
  – If you are breast feeding
  – If you are bottle feeding
  – Practice new routine

Transition back to work

- Parenting a Newborn and Related Stress
  - Hormones
  - Fatigue
  - Focus and Concentration
  - Guilt

  TIPS
  - Integrate your worlds
  - Trial Run
  - When to start
  - Gradual Return
  - You’ve Got This

Paid Parental Leave

Eligibility Information:
• Regular staff employee (does not cover faculty, post-docs or WEPP)
• At least 0.5 FTE
• For child birth or adoption ~ *New event beginning on or after 7/1/21*
• Available immediately upon employment.

General Information:
• 2 weeks of paid parental leave (based on employee’s FTE)
• For child birth or adoption ~ *New event beginning on or after 7/1/21*
• Runs concurrently with Family Medical Leave.
  – You do not receive 2 additional weeks to add to the 12 weeks.
• Can be taken up to six months after the birth or adoption of a child.
• Family Medical Leave also covers the new placement of a child through foster care, but it is not covered by UK’s Paid Parental Leave.
Paid Parental Leave: How to apply

• If you qualify for Family Medical Leave, there is no additional paperwork.
• If not eligible for Family Medical Leave, you must complete the Paid Parental Leave application.
• [https://www.uky.edu/hr/work-life-and-well-being/working-parents/parental-leave](https://www.uky.edu/hr/work-life-and-well-being/working-parents/parental-leave)
Family Medical Leave

• Eligible UK employees can take up to 12 work weeks of FML in a 12 month period for a qualifying event
• FML is an unpaid, job-protected leave which could cover childbirth, adoption and placement or guardianship.
  – Eligibility requirements:
    12 months worked, **AND**
    1250 hours worked in last 12 months
  – FML is UNPAID job protected leave, & employees are required to use available accrued leave (TDL/Sick, Vacation, or Holiday) in order to get paid.
    • TDL (Temporary Disability Leave) & FML
      - changes as of 1/1/2020
    • Short term disability is a GREAT option, but is 3rd party benefit and doesn’t affect how accruals are used.
Family Medical Leave

- Possible Qualifying events for eligible UK employees (both male & female parents):
  - Birth of child & to care for the newborn child
  - Placement of a child with employee through adoption or foster care.
  - Pregnancy and/or prenatal care
    - Any FML needed for pregnancy illness (i.e. extreme morning sickness, bedrest, etc.) – requires additional information from HCP
    - Any FML used before the birth takes away from the total number of days/weeks available to take after the baby is born.
Family Medical Leave

• FML Process & You
  – You should submit FML paperwork as soon as reasonably possible (no later than 30 days prior to birth).
  – Use estimated delivery date (EDD) as start date.
  – For end date simply list how many weeks you want to take off after the birth (i.e. 12 weeks, 8 weeks, etc.)
  – A “tentative” approval will be issued (if applicable) reflecting the EDD.
  – Once baby is born, the employee contacts the FML Administrator with the actual birth date & a new approval letter will be created with actual dates.
    • Send email to LeaveAdminFMLA@uky.edu
  – FML can only start on hospitalization date, the date of birth, or date of medical bed rest (whichever causes employee to miss work first).
Family Medical Leave

• **Intermittent FML**
  – Available *prior to birth* for physician appointments, and pregnancy related illnesses.
  – Intermittent FML for pregnancy related illnesses requires additional information from your healthcare provider (must be stated on your FML application).
  – If intermittent FML is needed *after the birth*, a new FML application must be completed.

• **Phased Return to Work (Reduced Schedule Return)**
  – Up to departmental approval
  – Pre-approved “reduced schedule”, and doesn’t allow call-ins.
Faculty considerations

• HR Policy #82 Temporary Disability Leave (including Paid parental Leave) *only pertains to staff*

• FML/TDL for faculty *updated Nov. 2019*
  – FACULTY TEMPORARY DISABILITY LEAVE (TDL) AND FAMILY MEDICAL LEAVE (FML) POLICIES AND PROCEDURES
    https://www.uky.edu/ofa/node/10
Faculty considerations

- Unlike staff, faculty do not accrue sick days as a function of time served. There is no “bank of sick days.”
- Faculty Temporary Disability Leave (TDL) is granted by the Provost. Faculty members are eligible for TDL at the onset of employment.
- It is important that faculty members report their periods of sickness and have TDL officially approved.
- Leave for childbearing purposes is treated as any other paid TDL, granted in accordance with HR Policy #88.
- There is a presumed 30 working days’ recovery period for childbirth or child placement (8 weeks if delivery is by cesarean).
- Faculty employee may take balance of up to 12-weeks using approved vacation leave or unpaid leave.
Faculty considerations

- FML is same for faculty and staff.
- A faculty member's available paid leaves must be used concurrently with FML.
- Requesting and granting FML is applicable only during the actual assignment period for faculty who are on 9-, 10-, and 11-month contracts.
- Non-tenured faculty in tenure-eligible title series may apply for an extension of the probationary period, typically one year (form available).
- For more info, contact:
  Katie Cardarelli at Kathryn.Cardarelli@uky.edu or G. T. Lineberry at gt.lineberry@uky.edu
Benefits & pay considerations

• Contact HR Benefits if you plan on reducing your hours or taking unpaid weeks off to ensure your paycheck will cover your portion of benefits if your earnings are reduced.
  - Call 859-257-9519, option 3, or email Benefits@uky.edu

  – Arrangement can be made to “catch up” premiums.

  – You receive the health credit if you work .75 FTE or greater just one day in the month.

  – We will work with you to ensure you continue to receive the benefits you deserve!
Benefits’ option: myStrength

Take a deep breath with myStrength
Your go-to for emotional well-being and peace of mind

Life gets busy. And sometimes it’s hard to keep up. That’s why as a part of your health care benefits you have access to myStrength, a free online and mobile program that supports emotional health and well-being.

The program’s tools and resources are available to help you and your eligible dependents manage:

- Addiction
- Anxiety
- Chronic pain
- Depression
- Problems with sleep
- Stress

Think of myStrength as your private, 24/7 health club for your mind®. You can try out:

- Positivity training tools
- Inspirational videos, articles and quotes
- Step-by-step elearning programs
- A daily mood tracker

It’s time you felt your best again! Let myStrength help you get there. Visit anthem.com/mystrengthKY to get started today.
Future Moms:
Individualized obstetric support for expectant high-risk and non-high-risk mothers

- Promotes healthy pregnancies, healthy babies and reduced pregnancy-related costs
- Targets moms-to-be with appropriate education and support
- Touchpoints via telephonic outreach, assessments, 24/7 RN access, educational materials
- Results: 30% fewer emergency room visits, 25% less time in NICU with 50% reduction in NICU costs. ¹

¹ Based on 2013 study of a large National client as compared to non-participants. Study consisted of 776 Future Moms participants and 1651 non-participants.
LiveHealth Online & Behavioral Health

When members need non-urgent health care, LiveHealth Online offers quick, easy access to doctors via computer, smartphone and tablet. It’s available 24 hours a day, 7 days a week. And now, LiveHealth Online offers access to licensed psychologists and therapists. No co-pay at this time.

<table>
<thead>
<tr>
<th>VISIT WITH A BOARD-CERTIFIED DOCTOR</th>
<th>OR A LICENSED THERAPIST</th>
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<tbody>
<tr>
<td>See a board-certified doctor in about 10 minutes or less</td>
<td>In just a few days, connect with a therapist or psychologist to talk to privately</td>
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<tr>
<td>Receive medical care anytime, anywhere using your smartphone, tablet or computer with a webcam</td>
<td>Schedule a 45-minute appointment online or via phone, from 7 am to 11 pm</td>
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<tr>
<td>Excellent for non-emergency conditions such as colds, minor infections, rashes, etc.</td>
<td>Get care for stress, anxiety, depression, grief and other conditions</td>
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90% PATIENT SATISFACTION¹
90% SAVED TIME¹
85% COMPLETELY RESOLVED MEDICAL ISSUE¹

¹LiveHealth Online consumer post-visit survey results.
MPM Short-term Disability & Life Insurance

- **Short-term Disability Insurance**
  - Provides an income for up to 6 months if you cannot work
  - Pays out benefits after 14 or 30 days
  - Important if you don’t have an emergency fund or enough TDL
  - Provides benefits during maternity leave
  - Can apply during **Open Enrollment** or after **Qualifying Event**
  - Maximum coverage is 60% of Base Salary.
  - Coverage is portable
  - Make sure your salary is up to date on policy (over time)
  - **For more info, contact**
    Karen Miller  
The MPM Group, LLC
    Phone: (859)223-4973
  
kfmiller_19@msn.com
  
www.thempmgroupllc.com

- **Life Insurance**
  - Should be evaluated as a family grows
  - Generally, larger amounts are necessary when we have children at home and a mortgage
  - When determining amount of coverage, consider:
    - Replacing income (dual income household)
    - Mortgage and other debts
    - College Funds
    - Final Expenses (funeral & medical)
  - UK provides 1x Base Salary. Employees can apply for up to 8x Base Salary
Lactation Support

• **Read UK Lactation Guidelines**
  
  [https://www.uky.edu/hr/work-life/resources-for-parents/uk-lactation-guidelines](https://www.uky.edu/hr/work-life/resources-for-parents/uk-lactation-guidelines)

• **Obtain a free breast pump per pregnancy**
  
  [https://www.uky.edu/hr/thrive/01-31-2020/breast-pumps-uk-insurance-coverage-and-local-suppliers](https://www.uky.edu/hr/thrive/01-31-2020/breast-pumps-uk-insurance-coverage-and-local-suppliers)

• **Talk to your supervisor about your needs prior to leave**
  
  – Pumping schedule, possible spaces to pump, signage for office door, milk storage

• **Find a lactation space**
  
  – Over 20 designated rooms, plus offices

• **Basic Needs**
  
  – Privacy
  
  – Flexible breaks and work options
  
  – Education & Support

• **Other Support**
  
  – Mommy & Me Breastfeeding, Future Moms, Infant nursing class

[https://www.uky.edu/hr/work-life-and-well-being/working-parents/breastfeeding-and-lactation-needs](https://www.uky.edu/hr/work-life-and-well-being/working-parents/breastfeeding-and-lactation-needs)
Upcoming Work-Life parenting-related virtual events
(check website for the complete list https://www.uky.edu/hr/calendar/all

- **Working Parents Network**
  - Monthly topic meetings, 2nd Tuesdays, 12:00-1:00 p.m.
  - Monthly parents “Walk & Talk” 3rd Wednesdays, 8:30-9:00 a.m.

- **Midday Mingle (informal connections)**
  - Every Monday, 12:00-1:00 p.m.

- **Mindful Self- Compassion**
  - 4 part series: Fridays, Sept. 10, 17, 24, Oct. 1, 2:00-3:00 p.m.

- **Real Talk Roundtable w/therapists**
  - October 19th “Mental Health & Children” 3:00-4:00 p.m.
  - December 14th “Depression & Anxiety” 3:00-4:00 p.m.

- **Hybrid & Remote work series**, Mondays @ 1:30 p.m.
  - Sept. 13th Excelling with a hybrid or remote work schedule
  - Oct. 11th Communicating effectively at work and home
  - Nov. 8th Managing flex work & Work-Life boundaries
Q&A