

Maternity/Family Leave Recommendation

The Staff Advisory Council recommends that OSU Human Resources revise the university policies regarding Maternity Leave (1-0701), Sick Leave for Faculty (2-0113), and Sick Leave for Staff (3-0716) to include the use of sick leave for maternity, paternity, and adoption purposes.

The revised policies (or policy) should be clearly written and defined so that they are administered uniformly throughout the university as well as equally between faculty and staff. Furthermore, the policies (or policy) should include reference to the Family Medical Leave Act (OSU policy 3-0708) where appropriate.

Background for this recommendation:

OSU is the only Big 12 University that does not allow some use of sick leave by parents who have just adopted a child. Furthermore, several staff members have complained to council members that “maternity leave” is not administered uniformly throughout the university, and that the policies concerning maternity leave are confusing and hard to understand. Unlike many other universities, paternity leave is essentially not addressed at all. Current sick leave policies do not reference FMLA, adding to the potential confusion. Today’s workplace is more dynamic than ever before, and we believe this is an opportunity for Administration to improve morale for current employees as well as provide better recruitment tools for quality candidates in the future.