Colonial Community Ambassadors Quarterly Meeting
1.30.14
Agenda

- Colonial Community Updates
- CC Ambassadors Recognition
- Paid Parental Leave
- Wellbeing Workshop
- Tuition Remission and Tuition Exchange Program
Colonial Community Updates

- **February 6th**- Lunch and Learn: Communicating Without Conflict with Your Significant Other , 12p -1pm ,Marvin Center 402-404
- **January 20th to March 21st** -GW Children's Book Drive
- **March 4th & 6th**- Career Milestones *(Volunteers Needed)*
- **March 7th**- Employee Appreciation Day *(Volunteers Needed)*
- **March 12th**- Managing Income and Debt
  12:00pm - 1:30pm , Continental Ballroom
- **March 27th**- GW Baby Shower – 3:00 pm-5:00 pm, Alumni House *(Volunteers Needed)*
- **April**- Next Colonial Community Ambassadors Meeting
- **April 24th** – Take Your Sons and Daughters to Work Day *(Session Hosts Needed)*
Colonial Community Updates

- May 7th- Women to Women Saving and Investing- Continental Ballroom
- May 14th- Lunch and Learn: Topic TBD, 12 pm- 1pm, Marvin Center 307
- June 2nd- Lunch and Learn: Topic TBD, 12 pm- 1pm, Marvin Center 402-404
- June 3rd- Proud to Be GW Festival – VSTC (Volunteers Needed)
- June 11- Proud to Be GW Festival – Foggy Bottom (Volunteer Needed)
Colonial Community Ambassadors RECOGNITION
Understanding Paid Parental Leave

Supporting a Family Friendly Workplace
Overview

• Began 1/1/14 for births/adoptions on or after 1/1/14
• 6 weeks of continuous paid leave following the birth or adoption of a child
  • Eligibility: regular, full-time staff with at least two years of benefits-eligible service
• For birth mothers, paid parental leave runs concurrent with short-term disability coverage
• Staff must complete all required FMLA paperwork
• Regular faculty should refer to Parental Childcare Leave in the Faculty Code.
Leave Coordination

- **Paid Parental Leave (100% pay)**: 6 Weeks
  - Can use accrued sick and annual time to receive additional pay beyond Paid Parental Leave and GW Paid Short-Term Disability
  
- **Elimination Period**: 2 Weeks
  - Based on “disability” period
  - Typically 4 weeks normal birth, 6 weeks c-section
  
- **GW Paid STD (50% or 100% pay)**
  - Up to 16 weeks medical leave (based on medical recovery) and 16 weeks family leave
  - **NOTE**: Employee does not receive both Paid Parental and STD at the same time. GW Paid STD is only applicable if the disability period extended beyond 6 weeks.

- **FMLA (no pay, job protection)**
Paid Parental Leave Activity
Veronica Cox

**M/F:** Female

**Adjusted Service Date:** 3/12/2006

**Position type:** Full-time staff

**Personal situation:** Veronica had a normal birth with no complications. Her medical recovery is 6 weeks.

- **6 Weeks following birth**
  - Paid Parental Leave (100% pay)
  - Sick/Annual
  - FMLA (no pay, job protection)
Jennifer Johnson

**M/F:** Female

**Adjusted Service Date:** 8/14/2000

**Position type:** Full-time staff

**Personal situation:** Jennifer had a c-section with no other complications. Her medical recovery is 8 weeks.

- 6 Weeks following birth
- 2 Weeks

- **Paid Parental Leave (100% pay)**
- **GW Paid STD (100% pay)**
- **Sick/Annual**

- **FMLA (no pay, job protection)**
Mary Jones

M/F: Female
Adjusted Service Date: 9/1/2012
Position type: Full-time staff

Personal situation: Mary had a normal birth with no complications. Her medical recovery is 6 weeks.

2 Weeks

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<th>Sick/Annual (30 days)</th>
<th>Voluntary STD? (60% pay)</th>
<th>Sick/Annual</th>
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FMLA (no pay, job protection)

Note: If less than 12 months service, should apply to ADA in place of FMLA
Sally Stewart

M/F: Female
Adjusted Service Date: 2/19/2002
Position type: Full-time faculty
Personal situation: Sally had a normal birth with no complications. Her medical recovery will be 6 weeks.

22 Weeks

- FMLA (no pay, job protection)
- Parental Childcare Leave (100% pay, with requirements)
Jared Monroe

M/F: Male
Adjusted Service Date: 3/4/2010
Position type: Full-time staff
Personal situation: John and his partner adopted a child.

6 Weeks following adoption
- Paid Parental Leave (100% pay)
- FMLA (no pay, job protection)
- Sick/Annual
Barbara Mills

M/F: Female
Adjusted Service Date: 2/23/2005
Position type: Part-time staff
Personal situation: Barbara had a c-section with minor complications. Her medical recovery is 9 weeks.
Bob Smith

M/F: Male
Adjusted Service Date: 7/5/2008
Position type: Full-time staff
Personal situation: Bob’s wife, Jane, had a normal birth, but she experienced complications following birth. Her medical recovery will be 10 weeks.

6 Weeks following birth

- Paid Parental Leave (100% pay)
- FMLA (no pay, job protection)
- Sick/Annual
Wellbeing Hotline for Parents

Call anytime for help:
• Finding child care
• Childproofing your home
• Coping with postpartum depression
• Returning to work after parental leave
• Adjusting to parenthood
• Preparing siblings for a new baby

Call: 855.705.2471    Online: guidanceresources.com
Questions?
What is Wellbeing?

Personal & Family Life

Community & Culture

Healthy Living

Financial Wellness

Work Fulfillment
Wellbeing Assessment
ask an EXPERT
Group 1- Personal and Family Life
Group 2 - Community and Culture
Group 3- Healthy Living
Group 4- Financial Wellness
Group 5- Work Fulfillment
Ask the Expert: Peer Education/Mentorship Circles

• 5 minutes.
  • Create a list of tactics and techniques you use in your own lives to maintain your competence in your area of expertise.
Next Steps

- Monitor your CC emails and sign up to volunteer at upcoming events
- Sign up for you for CC photo-shoot in March
- Visit our CC Ambassadors Toolkit for great tools and resources