

## OHR FACT SHEET: Benefits for Postdoctoral Associates (9546)

May 2016

Eligibility criteria and details of provisions are found within the included policy links.

UPlan Medical Insurance	Reimbursement Accounts	Disability Insurance Coverage		Faculty Retirement
YES	YES	Academic Disability Program	Voluntary Short & Long Term	NOT ELIGIBLE
Includes health, dental, life & disability	Health & Dependent Care Reimbursement Accounts	NO	YES	
Employee Benefits <a href="http://humanresources.umn.edu/benefits">humanresources.umn.edu/benefits</a>	Employee Benefits <a href="http://humanresources.umn.edu/benefits/fsa">humanresources.umn.edu/benefits/fsa</a>	Employee Benefits <a href="http://humanresources.umn.edu/benefits/disability">humanresources.umn.edu/benefits/disability</a>		
Optional Retirement (403(b) and 457) Plans	Tuition Benefit	Professional Development Leave		Vacation Leave
YES	YES	NOT ELIGIBLE		YES
	<i>Regents Scholarship Program</i>			<i>Vacation Leave for Faculty and Academic Professional and Administrative Employees</i>
Employee Benefits <a href="http://humanresources.umn.edu/employee-benefits/retirement">humanresources.umn.edu/employee-benefits/retirement</a>	Administrative Policy <a href="http://policy.umn.edu/hr/regentscholarship">policy.umn.edu/hr/regentscholarship</a>			Administrative Policy <a href="http://policy.umn.edu/hr/academicvacation">policy.umn.edu/hr/academicvacation</a>
Paid Sick Leave	Paid Parental Leave	Family and Medical Leave (FMLA)		Bereavement Leave
YES	YES	YES		YES
<i>Postdoctoral Appointments</i>	<i>Parental Leave for Academic Employees</i>	<i>Family &amp; Medical - FMLA Leave</i>		<i>Postdoctoral Appointments</i>
Administrative Policy <a href="http://policy.umn.edu/hr/postdocappoint">policy.umn.edu/hr/postdocappoint</a>	Administrative Policy <a href="http://policy.umn.edu/hr/parentalleave">policy.umn.edu/hr/parentalleave</a>	Administrative Policy <a href="http://policy.umn.edu/hr/fmla">policy.umn.edu/hr/fmla</a>		Administrative Policy <a href="http://policy.umn.edu/hr/postdocappoint">policy.umn.edu/hr/postdocappoint</a>
Unpaid Personal Leave	Miscellaneous Paid Leaves (e.g., military, jury duty, court appearance)	Military Leave (Extended)		Non-Renewal of Appointment Required Notice Period
DEPARTMENTAL POLICY/PRACTICE	YES	UNDER SPECIFIC CIRCUMSTANCES		NOT ELIGIBLE
Only what unpaid time away from work is provided for under departmental policy.	<i>Military, Court Appearance, or Civic Duty Leaves</i>	<i>Military, Court Appearance, or Civic Duty Leaves</i>		
Departmental Policy or Practice	Administrative Policy <a href="http://policy.umn.edu/hr/milcourtcivicleave">policy.umn.edu/hr/milcourtcivicleave</a>	Administrative Policy <a href="http://policy.umn.edu/hr/milcourtcivicleave">policy.umn.edu/hr/milcourtcivicleave</a>		