

OHR FACT SHEET: Benefits for Postdoctoral Associates (9546)

April 2018

Eligibility criteria and details of provisions are found within the included policy and other 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 humanresources.umn.edu/benefits	Employee Benefits humanresources.umn.edu/benefits/fsa	Employee Benefits humanresources.umn.edu/benefits/disability		
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 humanresources.umn.edu/employee-benefits/retirement	Administrative Policy policy.umn.edu/hr/regentscholarship		Administrative Policy policy.umn.edu/hr/academicvacation	
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 Employees</i>	<i>Family & Medical - FMLA Leave</i>	<i>Postdoctoral Appointments</i>	
Administrative Policy policy.umn.edu/hr/postdocappoint	Administrative Policy policy.umn.edu/hr/parentalleave	Administrative Policy policy.umn.edu/hr/fmla	Administrative Policy policy.umn.edu/hr/postdocappoint	
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 policy.umn.edu/hr/milcourtcivicleave	Administrative Policy policy.umn.edu/hr/milcourtcivicleave		