

Resolution 1314-SP-016
A Resolution in Support of Establishing Equal Parental Leave for All New Parents at Ohio State University

Author: Sarah Lang (.279), Secretary

Sponsor: The Executive Committee

WHEREAS The Council of Graduate Students (CGS) is the representative body of all graduate students enrolled in The Ohio State University (established by Article II.1 of the CGS Constitution); and

WHEREAS the current parental leave offered to birth mothers as 50-75% funded graduate students, faculty or staff is six weeks paid leave, not including use of vacation and/or sick time; and

WHEREAS the current parental leave offered to adoptive mothers, fathers, and domestic partners as 50-75% funded graduate students, faculty or staff is three weeks paid leave, not including use of vacation and/or sick time; and

WHEREAS although adoptive parents, fathers or domestic partners who are faculty and staff may be able to use vacation and/or sick time to extend the three weeks paid leave they are offered as employees, 50-75% funded graduate students do not accrue vacation or sick time and hence are not able to develop their own plan for six weeks of paid parental leave; and

WHEREAS the Ohio State University is currently listed (2013) as a “100 Best Adoption Friendly Workplaces” as recognized by The Dave Thomas Foundation for Adoption; and

WHEREAS it appears the Ohio State University’s current status as a “100 Best Adoption Friendly Workplaces” may not be based on accurate interpretations of the current parental leave policies at Ohio State for adoptive parents; and

WHEREAS we could continue to receive such recognition by supporting the needs of all adopting parents in the Ohio State staff; and

WHEREAS within the state of Ohio children cannot be cared for within licensed childcare centers until they are six weeks of age; and

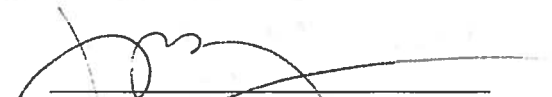
WHEREAS all families experience a period of adjustment and deserve a supportive work environment when a new member is added; and

WHEREAS other Big Ten institutions, e.g., Pennsylvania State University and Michigan State University, offer equal parental leave for birth and adoptive mothers;

THEREFORE LET IT BE RESOLVED that the Council finds the current parental leave policies inconsistent with past recognition, current state policies for childcare, and comparable universities and advocates that the University Senate investigate what could be done to change the current Human Resource Parental Leave Policy, particularly for adoptive parents, fathers and domestic partners; and

LET IT FURTHER BE RESOLVED that the Council directs the Secretary and President of CGS to advocate for this position on behalf of the Council to all appropriate members of the Ohio State University Community, including all relevant committees.

Date Approved 3/21/14



Josh Coy, President
The Council Of Graduate Students
The Ohio State University