2) HEALTH INSURANCE AND PARENTAL LEAVE

Health Insurance
For the protection of its students, the Chemistry Department requires all graduate students to have health insurance. The University of Utah Graduate School has worked out a plan of coverage with United Healthcare Insurance Company to provide coverage for up to $500,000 of expenses. See the website www.uhcsr.com/utah to view the policy brochure for the 2016-2017 academic year. The department (or the research advisor, through research grants) will pay for $500,000 worth of coverage for all graduate students. If the student wishes to have health insurance for a spouse and/or children, the student can supplement the premiums paid by the department to purchase the additional coverage.

Students are not obligated to accept coverage through United Healthcare. If a student prefers a different insurance policy, the department will reimburse the student for the cost of insurance, up to the cost of the United Healthcare policy.

At the beginning of every semester, all graduate students are required to sign a statement that they are either accepting the United Healthcare coverage, or arranging coverage through a different company. The department uses the resulting list to make sure that all students desiring coverage through United Healthcare are indeed covered. If a student fails to sign this statement at the beginning of each semester, the department accepts no responsibility should a claim need to be filed.

Graduate Student Parental Leave Policy
Parental leave is available to any full time graduate student in good standing who will serve as the principle caregiver of her or his own newborn child or a partner's newborn child or of a newly adopted child (under six years of age, or a child with special needs under the age of eighteen) during the time for which leave is sought. If both parents/partners are graduate students in the Department of Chemistry, only one is eligible for parental leave.

An eligible graduate student is guaranteed parental leave no more than twice. Any subsequent requests for leave in conjunction with additional instances of birth or adoption will be subject to the approval of the Chair of the Department of Chemistry.

This policy does not apply to birth parents who do not anticipate becoming the legal parent of the child following birth. In such cases, a birth mother may be covered by sick leave and FMLA Policies.

Exceptions to these and other eligibility criteria below must be approved by the Chair of the Graduate Education Committee and the Chair of the Department of Chemistry. Graduate students interested in applying for parental leave of absence should complete the Parental Leave application form and submit it to the Graduate Program Coordinator no fewer than three months prior to the expected arrival of the child. The person requesting leave is also required to notify her or his research advisor either prior to or as soon as the application is submitted.
Upon approval of a parental leave of absence request, *(Appendix A)* the eligible graduate student will be granted a paid parental leave of absence for a maximum of 12 weeks, starting on the date requested. Graduate students will receive their normal stipend during the duration of the leave. The graduate student will be released from professional duties during the period of parental leave. A graduate student who is granted parental leave will not be expected to maintain scholarly productivity during their leave.

No extension to this leave will be granted. If additional time is required due to medical or other reasons a non-paid FMLA leave and/or a leave of absence from the graduate program can be requested through the Graduate School.

Students who experience a medical condition associated with their pregnancy and need accommodations recommended by their medical provider should contact the University's Title IX Coordinator, who will work with the student, cognizant faculty, and administration to determine what accommodations are reasonable and effective.
Application for Parental Leave, Department of Chemistry, University of Utah

For questions, please contact: Graduate Program Coordinator, 801 581-4393.

Applicant Name: Last __________________________________________, First
______________________________________________________________
(please print)

Duration of Leave: ________ weeks (12 weeks maximum)

Anticipated Start Date of Leave: __________ DD/MM/YY

Eligibility

☐ I hereby certify that I am a graduate student in the Chemistry Department at the University of Utah in good standing who is applying for parental leave for the period designated above.

The anticipated arrival of my child is: __________ DD/MM/YY

☐ I am eligible for the requested benefits as:

☐ a birth mother.

☐ the primary caregiver for my or my partner’s newborn child or newly adopted child for which the requested leave will conclude within twelve months after the arrival of my child. By my signature below I attest that I will be providing the majority of child contact hours during my regular academic working hours for the period of 12 weeks during the leave.

In more detail, please describe the reasoning why the applicant instead of the other parent will serve as the primary caregiver (if you need more room please attach a separate page):

Applicant’s Signature: ______________________________________, Date:

______________________________________________________________

Applicant instructions: Submit signed original to both the ☐ Research Advisor and ☐ Graduate Program Coordinator.

______________________________________________________________

Administrative use only
I hereby agree to the above stated parental leave:

______________________________________________________________

Graduate Education Chair (print name) Signature, Date

______________________________________________________________

Department Chair (print name) Signature, Date