I’ve read that pregnancy disability is only 6 weeks, but on the spreadsheet you sent me there are 8 weeks covered – why?
The confusion arises because there is a disability leave entitlement of 2 weeks before delivery and 6 weeks after delivery. However, the Postdoc who elects to remain at work up to the date of delivery forfeits the 2 week leave entitlement before the due date. Their STD clock will only start on the actual date of delivery and cover the 6 week post-partum entitlement. Additionally, that Postdoc must still satisfy the 5 working-day waiting period before STD payments begin. For example: a Postdoc works all day Thursday November 29th and delivers on Friday November 30th. Her STD claim form is filed citing these dates as well as the mandatory 5 day Sick Leave usage which covers Friday the 30th, and Monday December 3rd through Thursday December 6th inclusive. STD payments would begin on Friday December 7th and continue for 5 additional weeks ending on Friday January 11th.

**Total paid time for this Postdoc would be 6 weeks: 1 week @ 100% SL + 5 weeks STD @ 70%.**

*The 6 week post-partum entitlement can only be extended by medical necessity as documented by the treating physician. Postdocs who deliver by Cesarean Section can request an additional 2 weeks post-partum payment, but that will be reviewed by the STD carrier and decided on a case-by-case basis.

Is it really 8 weeks paid time-off for Postdocs (= 1 week at 100% with Sick Leave [SL] hours and then 7 weeks at 70% via Short Term Disability [STD])?
Yes, this can be a correct statement although it will vary on a case-by-case basis: The pregnant Postdoc is eligible to leave work 2 weeks before the expected due date. On that date she would file the STD Claim form. The 2 week period before delivery would be paid by SL at 100% for 5 working days and STD insurance at 70% for 5 working days. On the day the baby is delivered, the 6 week post-partum clock begins with that 6 week period paid by the STD at 70%. The post-partum clock can only be extended as noted in the paragraph above.

**Total paid time for this Postdoc would be 8 weeks: 1 week SL @ 100% + 7 weeks STD @ 70%.**

What happens if the Postdoc goes out 2 weeks before the due date but delivers early – say 1 week after going on maternity leave?
The STD post-partum clock begins a week early in this case, on the date of birth, and continues for 6 weeks or more depending on medical necessity as discussed in the paragraph above. This Postdoc would receive 100% Sick Leave pay for the week before delivery and then 70% STD pay for the 6 weeks after delivery.

**Total paid time for this Postdoc would be 7 weeks: 1 week SL @ 100% + 2 weeks pre-partum STD @ 70% + 6 weeks post-partum STD @ 70%.**

What happens if the Postdoc goes out 2 weeks before the due date but delivers late – say 1 week past the original due date?
They remain on maternity leave and that time is paid by the STD insurance at 70%. The delay does not impact the post-partum clock which begins on the actual date of delivery and continues for 6 weeks – or more depending on medical necessity as discussed above.

**Total paid time for this Postdoc would be 9 weeks: 1 week SL @ 100% + 2 weeks pre-partum STD @ 70% + 6 weeks post-partum STD @ 70%.**