

You asked, we heard. Look inside for great news about a better leave policy for new parents.



MASSACHUSETTS GENERAL
PHYSICIANS ORGANIZATION

Bulletin

December 10, 2021

Enhanced Parental Leave Policy

Dear MGPO Colleague:

Over the past few years, we have heard from a number of professional staff concerned about financial issues associated with a personal illness and other causes for leaves (i.e., parental leaves), and so we are pleased to announce an enhancement and simplification of our leave policy for benefits eligible professional staff. A subcommittee of chiefs, MGPO leadership and MGPO benefits professionals met to review current departmental paid leave practices and our MGPO-wide parental leave program. The subcommittee presented recommendations at the Chiefs Council earlier this month, and they were approved.

Personal Illness Enhanced

Current personal illness leave is left up to each department to administer. Leaves starting 01/01/2022, will be covered by an MGPO-wide personal illness policy that provides up to 3 months (90 days) of base pay for personal illness (inclusive of childbirth). If a professional staff member needs additional time for recovery, the long-term disability program is available after this 3-month period (90 days).

Bonding Leave Enhanced

The current Parental Leave program provides 8 weeks of leave for all new parents: 8 weeks bonding time for non-birth parents and 8 weeks recovery from birth (without a separate bonding time) for birth parents. For leaves starting 01/01/2022, we will provide up to 8 weeks of bonding leave for all new parents (birth parents will then have an additional 6-8 weeks of paid leave for recovery from birth).

These new policies align with the BWPO, so our Professional Staff at both of the large academic POs will have the same leave benefit, providing better financial protection for everyone.

Parental Leave Going Away

Our current centrally funded parental leave program provides for 8 weeks of paid leave for all new parents (inclusive of birthing parents and non-birthing parents). This program will conclude at the end of CY2021, and professional staff will be covered by the new personal illness policy and bonding policy above.

If you have any questions, please review the attached policies [here](#). You can also reach out to your [MGPO Professional Staff Benefits Consultant](#).

Sincerely,



Marcela del Carmen, MD
MGPO President



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