

Subject: New Postdoctoral Associates benefits January 1 2020

From: "Lisa M. Lynch" <lmreply@brandeis.edu>

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To: hfelton@brandeis.edu

Dear Colleagues and Postdoctoral Associates,

We are delighted to announce significant benefit program improvements for Postdoctoral Associates effective January 1, 2020. After comparing our Postdoctoral Associates benefits with peer institutions locally and in the AAU, and consulting with faculty PIs and academic leadership, we are expanding benefits available to Postdoctoral Associates to include the following:

- Paid leave programs—vacation, sick leave, holidays
- Extended Illness Benefit—provides initial short term disability benefits
- Disability Benefits—provides additional disability benefits after Extended Illness Benefit is exhausted
- Life Insurance coverage
- Employee Assistance Program
- COBRA Administration (continuation of health coverage after separation or certain events)
- Workers Compensation
- Unemployment Compensation
- All benefits already provided (healthcare plans and social security contributions)

There will be no cost to grants of these increased benefits until FY22. Until FY22, the university will cover the increase in the fringe benefits rate which we estimate will be 2.17% of Postdoctoral Associate salaries.

Briefing sessions will be arranged in the fall semester by the Office of Human Resources to share information on the new benefits plan for Postdoctoral Associates. At these meetings HR staff will be available to answer any questions you may have on these benefits changes and provide enrollment assistance.

We are also conducting a review of potential benefit program improvements for Postdoctoral Fellows, and look forward to sharing updates on this early in the fall semester.

Please let us know of any questions you may have on these changes.

Sincerely,

Lisa Lynch, Provost

Larry Lewellen, VP Human Resources, Interim