



Congratulations on your pregnancy, this is exciting news. Human Resources would like to provide information available to support you as you navigate this incredible life event.

### **Navigating Parental Leave**

Parental leave is available to eligible employees and may be paid or unpaid. You can learn more about options for parental leave at <https://hr.uoregon.edu/content/parental-leave> or by requesting a leave packet at <https://hr.uoregon.edu/request-leave-packet>. If you have questions about leave options, contact the Benefits Office at [hrleaves@uoregon.edu](mailto:hrleaves@uoregon.edu).

### **Insurance Benefits**

If you are in a benefit eligible position, you are eligible to make changes to your plan elections within 30-days of birth. To make election updates, review the Mid-Year Plan Change Matrix (<https://www.oregon.gov/oha/PEBB/docs/AppendixA-QSC.pdf>) and submit a Mid-Year Change Form <https://www.oregon.gov/oha/PEBB/FORMS/Midyear-Change.pdf> to the Benefits Office at [hrbenefits@uoregon.edu](mailto:hrbenefits@uoregon.edu).

### **UO Family Resources**

The university has a website, <https://hr.uoregon.edu/family-resources>, dedicated to family resources, including on- and off-campus childcare options, community connections, and a list of family-friendly events around campus. Additionally, the university's Caregiver Resources webpage, <http://www.uoregon.edu/caregivers> is a great one-stop point of access for caregiving information and resources.

Human Resources also works to connect UO families by offering a family listserv, which sends weekly updates highlighting family events on campus and in the community. Visit this link to subscribe:

<https://lists.uoregon.edu/mailman/listinfo/uofamilies>

### **Care.com Membership**

The university provides employees a Care.com premium membership as a resource to meet their unique caregiving needs. You can learn more about the Care.com services at <https://hr.uoregon.edu/carecom-membership> and how to enroll.

#### **HUMAN RESOURCES**

5210 University of Oregon, Eugene OR 97403-5210

T (541) 346-3159 F (541) 346-2548 <http://hr.uoregon.edu>



### **Accommodation & Lactation**

If you would like to learn about lactation rooms on campus or the refrigerator loan program, please contact Human Resources at [hrinfo@uoregon.edu](mailto:hrinfo@uoregon.edu) or visit the lactation support website: <https://hr.uoregon.edu/content/lactation-support-programs>. We encourage you to contact the ADA Coordinator ([workplaceADA@uoregon.edu](mailto:workplaceADA@uoregon.edu)) regarding any other workplace accommodations. The university recognizes the right of all employees to be free from discrimination and retaliation, as well as the right to reasonable pregnancy and childbirth related accommodations.

### **Employee Assistance Program**

Canopy, <https://canopywell.com/>, the university's employee assistance program, offers many great services to eligible employees and their dependents, such as personal, financial, and legal consultations, tax assistance, and home ownership resources and information. Researching childcare options based on your family's specifications, budget, and location is one way to utilize this service. Contact Canopy for assistance at (800)-433-2320 or email them at [info@canopywell.com](mailto:info@canopywell.com).

Again, congratulations and best wishes for this new phase of your life.