

Guide for Expectant Parents



PARENTAL LEAVE POLICY

Family Medical Leave Act (FMLA) is a federal law that allows eligible residents/fellows up to 12 weeks of protected time per academic year.

Eligible residents and fellows may request leave via the FMLA for the birth, adoption, or foster care placement of a child. Residents and fellows are eligible for an FMLA leave of absence if they have:

- Been employed by Hennepin Healthcare at least twelve months
- Worked at least 1,250 hours during the twelve-month period immediately preceding the commencement of the leave
- Not exhausted FMLA entitlement during this same 12 month period of time.

Residents and fellows not eligible for FMLA (G1s and first-year fellows not previously employed by Hennepin Healthcare) are eligible for non-FMLA benefits with the following requirements:

- This leave is anything longer than three days due to a medical leave.
- The resident/fellow may be required to provide verification from a physician or other health care provider.
- The maximum time granted for non-FMLA benefit is eight weeks.
- Parental leave is an approved leave for an employee who due to the birth, adoption, or foster care placement of a child would otherwise not qualify for FMLA benefits.



For approved medical, parental, and family caregiver leave, residents/fellows will be paid salary and benefits continuation for up to six weeks. Any additional time off beyond the six work weeks may require short term or long term disability, unused vacation time, or taken as an unpaid leave of absence. Benefits remain active for up to 12 weeks of approved medical, parental, and family caregiver leave. Upon return from leave, residents/fellows are restored to the same or similar position.



Meet with your program director and/or coordinator to determine whether you are eligible for FMLA or non-FMLA parental leave.

RESIDENT INTEGRATED SUPPORT ENVIRONMENT (RISE)

Hennepin Healthcare has launched the first pilot program in the Twin Cities area to address the health and well-being of medical residents. RISE addresses the mental, financial, and physical health needs of residents by offering integrated, on-site, and confidential support, including:

- Mental health care
 - Psychiatry
 - Psychology
- Primary care
 - Internal Medicine
 - Chronic disease management
 - Acute care
 - Preventative care
- Sleep assessment and treatment for sleep deprivation
- Advocacy and empathy
- Free, financial counseling appointments
- Self-care supports



Access RISE services and schedule an appointment, send a TeleMedIQ message to either “RISE psychiatry” or “RISE primary care.”

Provision of Breast Pump

Through RISE, residents are eligible to get a wireless breast pump to facilitate ongoing lactation upon returning to work. Importantly, this does not require that residents use the wireless pumps in public space (such as team rooms) unless they want to.



Email your program coordinator or the GME administrative coordinator to obtain a wireless breast pump.

LACTATION RESOURCES

Breastfeeding (Lactation) Services

Orange Building, 1st Floor, O1.130

Hennepin Healthcare's breastfeeding services are available to help mothers meet their breastfeeding goals. Ask your provider to refer you to a lactation consultant. Before delivery, you can arrange a consultation for prenatal breastfeeding education, discussing what to expect in the first days after birth, use of a breast pump upon return to work, and more. After delivery, lactation consultants are available to help with challenges with breastfeeding (flat/inverted nipples, sore nipples, breast engorgement), concerns with milk supply, etc.

You can reach Breastfeeding Services by calling 612-873-MILK (6455) from 8 AM-4:30 PM.



Arrange a prenatal consultation with a lactation consultant via a referral from your provider.





EMPLOYEE AND OCCUPATIONAL HEALTH

Employee and Occupational Health (EOHW)

Purple Building, PL.710

Designated lactation rooms, equipped with a hospital grade pump, are available 24/7 for purposes of expressing breast milk on the Hennepin Healthcare downtown campus, and during business hours in other designated locations.

One free breast pump kit per employee will be provided upon request, for use with the hospital grade pumps (Ameda) that are located in designated lactation rooms. The pump kit can be obtained from EOHW.



Obtain badge buddy from GME with locations/codes for lactation spaces.



Obtain breast pump kit from EOHW (PL.710) for use with hospital-provided (Ameda) pumps.

Lactation Accommodations

Any employee requesting a lactation accommodation should notify their supervisor prior to returning to work to discuss any relevant workload or scheduling accommodation needs.



If you have outpatient responsibilities, arrange for blocked clinic slots to accommodate your pumping schedule.

Consideration for Examinations

You may be eligible for your licensing or board examinations while pregnant or pumping. In compliance with Title III of the Americans with Disabilities Act, boards are required to make reasonable modifications and accommodations for such candidates. Common accommodations which may be considered medically necessary include private space and additional break time for lactating purposes and/or modified examination format, permission to have water or prescribed medication for pregnant examinees.



Check with your specific exam provider for their accommodation procedures for pregnant or lactating examinees.



PRIMARY AND SPECIALTY CARE

Women's Health and Wellness

Obstetricians and gynecologists, certified nurse midwives, women's health nurse practitioners, certified pelvic floor physical therapists, and mental health professionals provide care for women's health issues including pregnancy and family planning. To ensure the health of you and your new family, a variety of services are offered for pregnancy and beyond birth:

- Birth Center (Orange Building, Level 4)
- Obstetric Women's Health Physical Therapy (CSC, Whittier)
 - Obstetric conditions that obstetrics-certified physical therapists can evaluate and treat include:
 - Prenatal musculoskeletal dysfunction
 - Labor & delivery positioning for orthopedic conditions
 - Postnatal musculoskeletal dysfunction
 - Incontinence
 - Breastfeeding support including positioning, postural education, blocked duct/mastitis management
- Childbirth Education
 - A nine week virtual childbirth preparation class led by a Hennepin Healthcare midwife begins every three months and aims to:
 - Learn meditation techniques that cultivate mindful awareness in day to day living
 - Practice being in pain in order to prepare for labor/birth
 - Start to recognize how some habits of thinking lead to suffering
 - Increase a sense of ease in your life and patience for parenting
 - Develop a community with other expectant parents

- ✓ **Take a virtual tour of the Birth Center, available on Hennepin Healthcare’s website.**
- ✓ **If desired, contact your health care provider for a referral to “Physical Therapy, Women’s Health Specialty Service.”**
- ✓ **Join a virtual childbirth preparation class, email Kate at kathleen.pfaff@hcmcd.org.**

Redleaf Center for Family Healing

The Redleaf Center for Family Healing saves and improves lives through multi-generational mental health, parenting, and mind-body-spirit support for individuals during pregnancy and parenting of young children (ages 0-5).

- ✓ **Learn more about the Mother-Baby Program, call 612-873-6262.**
- ✓ **Need help? Call the HopeLine at 612-873-HOPE (4673) or visit Redleaf Center for Family Health (redleaffamilyhealing.org).**

Pediatrics

Pediatric providers see patients from birth into early adulthood, ensuring children achieve optimal health and stay healthy. Care includes preventive health checkups required by the American Academy of Pediatrics, and evaluation, care and management of acute and chronic conditions. Providers are available at the CSC, Whittier Clinic, Richfield Clinic, St. Anthony Clinic, and Brooklyn Park Clinic. Same-day appointments are available.

- ✓ **Select a pediatrician who will follow your baby after delivery.**
- ✓ **Schedule baby’s newborn and/or 2-week visit, call 612-873-7373.**

BENEFITS

Dependent Care

A dependent care flexible spending account (FSA) allows you to use tax-free dollars to pay for qualified child day care. This allows you to set aside money, tax free, from your paycheck to put towards caring for your children. The annual election maximum amount is \$5,000 for the plan year (\$2,500 if you are married and filing a separate income tax return).



Enroll in the dependent care FSA benefit following the birth of your child, log into Employee Self-Service and click “Employee Benefits Site.” Click on “Enroll/Change DCFSA and FSA Parking” located on the left panel, under your name.

Medical/Dental Insurance

Birth and adoption are considered qualifying life events that allow for the addition of dependents to your medical and/or dental plans outside of the annual enrollment period.



Add a new dependent(s), contact the Hennepin Healthcare Benefits Center (bswift) at 1-877-558-1177, (M-F, 8 AM-6 PM) within 30 days of delivery.

Parental Elective

Some programs, including Psychiatry and Pediatrics offer a parental elective, an elective rotation to extend your time at home with your child. The elective must be taken within the first 12 months after the birth or adoption of your child/children. Each program has specific guidelines regarding when the elective can be taken.



Ask your program director if a parental elective may be an option upon your return.



BEFORE BABY'S ARRIVAL

- Meet with your program director and/or coordinator to determine (should be one word) whether you are eligible for FMLA or non-FMLA parental leave.
- Email your program coordinator or the GME administrative coordinator to obtain a wireless breast pump.
- Arrange a prenatal consultation with a lactation consultant via a referral from your provider.
- Obtain badge buddy from GME with locations/codes for lactation spaces.
- Obtain breast pump kit from EOHW (PL.710) for use with hospital-provided (Ameda) pumps.
- If you have outpatient responsibilities, arrange for blocked clinic slots to accommodate your pumping schedule.
- Take a virtual tour of the Birth Center, available on Hennepin Healthcare's website.
- Join a virtual childbirth preparation class, email Kate at kathleen.pfaff@hcmcd.org.
- Select a pediatrician who will follow your baby after delivery.
- Ask your program director if a parental elective may be an option upon your return.

AFTER BABY'S ARRIVAL

- Schedule baby's newborn and/or 2-week visit, call 612-873-7373.
- Enroll in the dependent care FSA benefit following the birth of your child, log into Employee Self-Service and click "Employee Benefits Site." Click on "Enroll/Change DCFSA and FSA Parking" located on the left panel, under your name.
- Add a new dependent(s), contact the Hennepin Healthcare Benefits Center (bswift) at 1-877-558-1177, (M-F, 8 AM-6 PM) within 30 days of delivery.

ANYTIME

- Access RISE services and schedule an appointment, send a TeleMedIQ message to either "RISE psychiatry" or "RISE primary care."
- Check with your specific exam provider for their accommodation procedures for pregnant or lactating examinees.
- If desired, contact your health care provider for a referral to "Physical Therapy, Women's Health Specialty Service."
- Learn more about the Mother-Baby Program, call 612-873-6262.
- Need mental health support during pregnancy or parenting? Call the HopeLine at 612-873-HOPE (4673) or visit redleaffamilyhealing.org.