

SAC Fringe Benefits

The Staff Advisory Council passed the following resolution at the April 6, 2002, meeting to be forwarded to the senior vice president for finance and administration

Adoption Benefits Resolution

We the members of the CWRU Staff Advisory Council (SAC) support the implementation of 6-8 week adoption leave for all members of the CWRU community, in conjunction with FMLA, upon the adoption of a child. The staff members would be able to use accrued income protection (primary) and discretionary time (secondary) for the leave. The benefit should be made equivalent to the leave taken by birth parents. Additionally, a domestic partner (as defined by CWRU) would be eligible for adoption leave regardless of their legal status as a parent. In domestic partner adoptions in Cuyahoga county, each partner is required to undergo the scrutiny of the placement agency before a child can be placed in a home. However, the courts do not recognize both parents in the legal documentation. We strongly believe that we should not add to the legalized discrimination against domestic partner adoptions by preventing an adoptive parent from taking advantage of the adoption leave.

Current paid time off for adoptive parents is inadequate to meet the diverse standards required by adoption agencies of adoptive parents. Based on the benchmarking, we have done with our peer schools and competitive local employers including the Cleveland Clinic and University Hospitals (See Attachment A), we recognize that in order to remain competitive and to be compassionate the University needs to have a separate adoption benefit that recognizes the importance of this life-changing event.

We recognize the need for a broader parenting leave policy of which adoption leave is an integral part. There are many reasons why employers offer adoption related benefits (See Attachment B). Adoption benefits would improve CWRU's ability to attract and retain excellent talent. In addition, this benefit would create an employment policy that would be consistent with the stature of our Mandel School of Applied Social Sciences whose national reputation is built on a foundation of commitment to children, youth and family studies.

As CWRU strives to create a more "family friendly" environment and seeks ways to further its vision of "providing opportunities for the well-being, growth and success of every employee and department, thereby fostering a world-class work environment,"* we resolve that all CWRU community members have access to paid adoption leave benefits.

* CWRU Human Resources Website