

Postdoctoral Associates and Fellows: Benefits and Provisions

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	Benefit	Postdoctoral Associates	Postdoctoral Fellows
Description		Policies and Procedures § 5.3.2	Policies and Procedures § 5.3.3
General	General Benefit Status https://postdocs.mit.edu/postdoctoral-position/benefits	Eligible for all staff benefits [if length of appointment is 3 consecutive months or longer, at 50% or more]. Chart & details: http://hr.mit.edu/eligibility#elig_chart 2019 brochure: https://hr.mit.edu/sites/default/files/mit_benefits_brochure_2019.pdf	Not an “employee” and not “benefits eligible,” but some MIT benefits plans are available to postdoctoral fellows whose length of appointment is 3 consecutive months or longer. Chart & details: http://hr.mit.edu/eligibility-postdoctoral-fellows
Employee Benefits	Health Plans	MIT Traditional Health Plan, MIT Choice Health Plan, or MIT High Deductible Health Plan	MIT Affiliate Extended Plan available – similar but not the same as employee plan. If not covered by fellowship or fellowship allowance, faculty should support membership cost above employee plan https://postdocs.mit.edu/home/postdoctoral-position/vice-president-research-statement-salary-and-benefits
	Dental Plans	Yes	Yes (higher rates)
	Vision Plan	Yes	Yes
	Flexible Spending Account	Yes	Not available
	Life and Disability Insurance	Yes	Not available
	Retirement Plan	Yes	Not available
	Adoption Assistance Program	Yes	Not available
	Backup Child/Adult Care	Yes	Yes*
	MIT Childcare Scholarship Program http://childcare.mit.edu/tuition-scholarships/mit-childcare-scholarship-program	Yes	Yes*

	All other MIT Work-Life Special Resources https://hr.mit.edu/worklife/ MyLife Services-Free, confidential, 24/7 counseling, consultation, and referral service; Resources for children with special needs; Loan counseling; Other	Yes	Yes*
Commuter Discounts	Access MIT Pass program- Free use of local MBTA bus and subway http://web.mit.edu/facilities/transportation/tpass/employee-cam.html	Yes (Cambridge campus)	Yes** (Cambridge campus)
	Bike Rental Program (Blue Bikes) http://web.mit.edu/facilities/transportation/bicycling.html	Yes	Yes** - see details
	Bike Commuter Benefit http://web.mit.edu/facilities/transportation/bicycling_benefits.html	Yes (No one can use Access MIT Pass program and this benefit at same time)	Fellows receiving some pay from MIT are eligible. See details . (Cannot use Access MIT Pass program at same time.)
	MIT Sponsored Zipcar Membership http://web.mit.edu/facilities/transportation/car_sharing.html	Yes (using MIT email address)	Yes (using MIT email address)
Other Benefits	Athletic Card http://www.mitrecsports.com/join/memberships/	Yes	Yes** - MIT Postdoctoral Fellows with an "Affiliate" (non-employee) ID require a certification letter .
	\$150 fitness reimbursement http://medweb.mit.edu/healthplans/employee/fitness.html	Yes	Not available unless on a qualifying health plan (not available through MIT Affiliate Health Plan).
	Tuition Assistance http://hr.mit.edu/benefits/tuition-plan	Yes (for postdocs on 12-month appointment working at least 50% time)	Not available
Time Off	Time Off Provisions - Overview http://postdocs.mit.edu/postdoc-time-benefits	See information below for each category. Any leave, whether parental leave, maternity leave, or vacation time, must be discussed with the supervisor and approved prior to taking leave.	MIT generally expects that postdoctoral fellows will receive the same holidays, vacation, and sick time as postdoctoral associates. Fellowship terms must be taken into consideration. Some fellowships specify time off and other

			leave provisions, whereas others do not. Postdoctoral fellows should speak with their key administrative contact for postdocs for information and guidance on their individual situation. Any leave, whether parental leave, maternity leave, or vacation time, must be discussed with the supervisor and approved prior to taking leave, and may also require notification to the funding sponsor.
Time Off	Vacation	15 days accrued in first year (for full time postdocs on 12-month appointment) and 20 days subsequent years Policies and Procedures § 5.3.2	See above
	12 Institute Holidays http://hr.mit.edu/holidays	Yes	Yes
	Sick Leave	Reasonable number of justifiable absences paid in full (100% of regular pay). In extreme cases may be paid up to but not exceeding 6 months. Medical documentation may be required. Policies & Procedures §7.5.4	See above
	Maternity Leave (birth mothers) https://postdocs.mit.edu/postdoc-time-benefits	Yes. For benefits-eligible birth mothers, 8 weeks following birth of a child, paid at 100% of regular pay. For detailed guidance, see Human Resource's New Parent Postdocs page. May also be eligible for paid parental leave; see below.	See above and FAQs for New Parent Postdocs
	Paid Parental Leave https://postdocs.mit.edu/postdoc-time-benefits and Policies and Procedures Sec. 7.5.6	Yes. Policies & Procedures §7.5.6 and MIT Paid Leave for New Parents Effective July 1, 2018, up to 20 days of paid parental leave for eligible new parents within 6 months after the birth, adoption, or placement of a child. See	See above and FAQs for New Parent Postdocs

Time Off		details . Must be working at least 50% time and have completed at least one year continuously appointed as a postdoctoral scholar (fellow and/or associate).	
	Other Family Leave Provisions	<p>May be able to take up to 12 weeks of leave under federal Family and Medical Leave Act (FMLA) for one's own serious health condition; care for a child; parent or spouse with a serious health condition; and reasons relating to a family member's military service. FMLA leave is unpaid; but may use sick time or other paid leave while on FMLA. See details and info.</p> <p>Employees who are parents may be eligible for unpaid leave under the Massachusetts Parental Leave Act (MLA) as well as under the federal FMLA. The overlapping requirements of MIT's parental leaves and of state and federal leaves are explained here.</p>	FMLA and MLA provisions described on left are not available, but postdoctoral fellows should speak with their key administrative contact for postdocs for information and guidance on their individual situation.
	Other Leaves	Additional paid time off may be granted for religious observances, bereavement, or other. See details .	Same approach for fellows as associates, if fellowship terms don't exclude. Postdocs should speak with the key administrative contact for postdocs .
H-1B Visa Eligibility	MIT Visa Sponsorship: H-1B http://web.mit.edu/scholars/administrators/sponsorshippolicy.html	Yes, if otherwise eligible (as assessed by the International Scholars Office)	No

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See also

- [Tax Information](#)
- [Changing Between Associate and Fellow Positions](#) (impact, information, guidance)
- **MIT Discounts and Perks** <http://hr.mit.edu/benefits/perks>. Most discounts are available to both postdoc populations (including for cell phone plans, MIT Optical Shop, travel and hotel, movies, museums, and other). Some not available to

Postdoctoral Fellows include: will preparation and home/auto discounts (these are tied to other employee benefits). See also details above regarding both commuter and fitness discounts. Additional museum benefits may be available; see <https://arts.mit.edu/camit/discount-tickets/>. Various discounts are also available through [MIT Activities Committee](#).

Other resources available to all postdocs include:

- [Career Services](#)
- [The Writing & Communication Center](#)
- [MIT Alumni Association Infinite Connection](#) (after 9 months)
- [MIT Teaching and Learning Laboratory](#)
- [National Postdoctoral Association membership](#)
- Various through [the MIT Postdoc Association](#), the Office of the Vice President for Research (see below), and individual schools and units
- Multiple other Institute-wide resources summarized in the [Office of the VPR Information for Postdoctoral Scholars website](#) and elsewhere.