



**Public Expression
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Submitted written comment.

PSU policy HRG18 permits faculty members to benefit from a leave period of time following the birth of a child. That policy stipulates that one must work for PSU for at least one year to have eligibility. As PSU is hiring quite a lot of folks, many of whom are of child-bearing age, I'd suggest some edit to that policy be considered, such as: (1) allow a decreased leave period if employed at PSU for less than 1 year (i.e., 2 weeks of leave rather than 4 weeks if employed between 6 - 12 months, etc.). (2) stipulate that if the employee were to voluntarily leave employment at PSU in some period of time (e.g., a couple of years of employment), some dollar amount must be paid back for the leave taken. Such a policy may permit PSU to more successfully recruit faculty members who could be expecting to have children, while also keeping some measure of financial protection to the University (i.e., via such a stipulation as my item #2).