



Pregnancy & Parenting

Baystate Health

Congratulations on your growing family! Baystate Health has a host of benefits and resources to support your healthy pregnancy, recovery from childbirth, breastfeeding, bonding and caring for your new child.

Initiate Your Parental Leave

For information on how to initiate your leave, frequently asked questions, and information on how you can expect to be paid please see pages 3-10 of this document For more information, visit [The Hub>Disability Management>Leaves of Absences](#) and for questions email DisabilityManagement@Baystatehealth.org.

Prepare for your Baby's Arrival

Childbirth and Parent Education Classes and Support Groups – Education and support for expectant parents and families including childbirth and breastfeeding classes and resources, infant care, keeping baby safe, babysitter academy, grandparents classes, and parent support groups . For more visit baystatehealth.org and search [Childbirth and Parent Education](#).

Securing Child Care – A worklife specialist will search and evaluate child care providers on your behalf, saving you time and energy. The specialist will provide expert guidance and detailed referrals so that you can make the best decision for you and your family. Call WorkLife and EAP Support at 800-888-6332 to get started.

Expectant Parent Newsletter – Each weekly email is customized to your exact week of pregnancy and baby's age, up to their third birthday. Subscribe online at baystatehealth.org and search [Childbirth and Parent Education Newsletter](#).

Employee Discount Center – Save on products and services to help keep you and your family healthy: diapers, baby gear, personal care and more. Visit Baystate.Perkspot.com.

Healthcare Coverage for Your Child

Add Your Child to Your Health Plan - In order to have health insurance coverage for your new family member, you need to initiate a "Qualifying Life Event" in Workday **within 30 days** after the birth or legal adoption of your child. Log into Workday, click the *Benefits* application from the homepage, and then click *Benefits* in the *Change* Column to begin the enrollment process. Make sure to have all applicable documentation to attach (i.e birth certificate). For questions, contact HRAnswers at 413-794-4747.

Health Care FSA - You can start or increase your Health Care FSA contribution to pay for your child's uncovered, eligible medical expenses. For more information, visit [The Hub>Benefits>Flexible Spending Accounts](#).

Teladoc*- A phone or online consult with a physician for your child's cold, rash, respiratory infection, etc. Create an account before you need care to expedite your first visit. For more information, visit [The Hub>Benefits>Teladoc](#).

Health New England Nurse Line*- Licensed nurses and clinicians are available 24/7 to answer your health-related questions, at no cost to you. Call the HNE nurse line at 866-389-7613.

*applies to employees enrolled in a Baystate Health, Health New England medical plan.

Emotional Support - This exciting time of life can also sometimes pose new feelings and challenges to sort through. All employees have access to free, confidential counseling to help navigate the many adjustments that this change can bring. Call WorkLife and EAP Support at 800-888-6332.

Community Support - Follow **Baystate's New Beginnings** group on Facebook! This group forum allows Baystate's own Parent Educators to offer advice and support to new and expectant parents. You will also receive reminders about upcoming Baystate parent classes and support group meetings. Search "Baystate's New Beginnings" from your Facebook account to follow.

Lactation Support - Nurse Lactation Consultants are available to help you develop a breastfeeding plan based on your specific needs and work schedule. They can also help you overcome challenges with the breastfeeding process. Several rooms across the organization are dedicated lactation rooms. If there is not a lactation room that is near you, you can work with your manager to find an appropriate space. For help knowing what constitutes an appropriate space, a review the Pregnancy, Lactation and Breastfeeding Support policy on [The Hub>Policies>BH-HR-318](#).

To access to the up –to-date directory of all lactation rooms available throughout the Baystate Health campus, visit [The Hub>Baystate Healthy> Parenting & Pregnancy](#).

Breast Pumping Products- Breast pumps, kits, nursing bras, and other products are available for purchase at a 10% discount, through BMC Lactation Services. In addition, Health New England plan members are eligible to receive a free home-grade electric breast pump, Medela Symphony, if your baby is delivered at a Baystate Health facility.

Building and Protecting your Finances

Financial Building – Receive up to 3 free phone calls each year with a certified financial planner who can help answer your financial questions related to building a rainy day fund, college savings, budgeting, and more. Call WorkLife and EAP Support at 800-888-6332 .

Dependent Care FSA – Contribute pre-tax dollars to use on day care, day camp, nursery school and other expenses incurred while you are at work. For more information, visit [The Hub>Benefits>Flexible Spending Accounts](#) .

Term Life Insurance – Baystate covers 1x the salary of all full time employees and an additional 1x salary in the event of an accidental death. You can add or change your beneficiary status at any time. Supplemental buy-up coverage is available during open enrollment. For more information, visit [The Hub>Benefits>Life Insurance](#).

Whole Life Insurance – Coverage of one to five times salary, with cash value available to you, your spouse, children, and grandchildren. Medical underwriting is required for some amounts. For more information, visit [The Hub>Benefits>BenefitsPlus](#).

Estate Planning – A free consult with an attorney can help you think through how best to secure your estate. Call WorkLife and EAP Support at 800-888-6332 . In addition, legal plan insurance is available for purchase, providing low cost access to legal services including will preparation and other estate planning, visit [The Hub>Benefits>BenefitsPlus](#).

529(b) College Savings Plan – A 529 college savings plan is designed to help families set aside funds for future college expenses. Your investments will grow tax-deferred, and withdrawals used for qualified higher education expenses are not subject to federal income tax. For more information, visit [The Hub>Benefits>BenefitsPlus](#).

Youth Accounts – Pioneer Valley Credit Union (PVCU) will make the initial \$25 deposit for members under the age of 2. These young members get the reward of a free gift each time they make a deposit. For more information and to open a Youth Account contact 413-733-2800. All Baystate Health Employees can become a member of PVCU. To learn more, visit [The Hub>Baystate Healthy>Financial Well-being](#)