

## CASE STUDY Difference in postdoc benefits

Postdocs have different access to benefits pending on how they are paid, even though all postdocs effectively perform the same job function.



<b>Workplace</b>	University	University	University	Industry
<b>Citizenship</b>	Visa holder	US citizen	Citizen or visa holder	Citizen or visa holder
<b>Funding</b>	External fellowship	Individual fellowship	Research grants	Company
<b>Status</b>	Trainee	Trainee	Employee & trainee	Employee & trainee
<b>Time to Independence</b>	~4-5 years	~4-5 years	~4-5 years	~1-4 years
<b>Insurance Provided</b>	No	Yes	Yes	Yes
<b>Monthly Family Health Insurance Cost</b>	~\$1,400*	~\$1,300	~\$55	~\$400*
<b>Retirement Account</b>	No	No	Yes	Yes
<b>Paid Time Off</b>	No	Yes	Yes	Yes
<b>Parental Leave</b>	No	Fellowship rules apply	Yes	Yes

Postdocs commonly switch funding sources, which may lead to a change in employee status and disruption in benefits. This can cause undue stress during critically important years for family planning in terms of health, wellness, and financial stability.

\*estimates provided; varies by state, tobacco use, and others