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| **NYS L EAVE SUMMARY CHART (2/24)**  **PPL (NYS)**: 12 weeks of full pay based on a qualifying event, defined as the birth of a child or placement of a child for adoption or foster care\*. PPL is available for use once every 12-month period & must be used on a continuous basis (blocks at a time).  Must be full-time or at least 50% FTE & upon completion of six months of State service (PT service included) (service requirement not applicable to M/C Classified & Unclassified service staff) are eligible for up to 12 weeks of pay (no charge to accruals). Academic staff (or a professional employee with a college year obligation), one semester shall be the equivalent of six months on payroll.  A part-time academic employee (UUP) who is currently on payroll or assigned to teach, has completed at least one semester teaching six credits or credit equivalences, and who was on the payroll teaching any number of credits or credit equivalents during the semester immediately preceding the need for leave, is eligible.  For part-time hourly (professional-UUP) employee, campuses must determine the employee’s average hours worked during the six months immediately prior to the leave.  Breaks in service of 1 year or more requires requalification. For part-time academic employee (UUP) who has not taught or is not scheduled to teach at least six credits or credit-equivalents in a semester for more than 18 months after gaining eligibility, must re-establish eligibility as provided above.  PPL may be used in combination with all other paid and unpaid childcare leave benefits (i.e. run concurrently with FMLA)   * **CSEA**-Retro to 4/2/23 & ends seven months from the date of the qualifying event:   <https://www.cs.ny.gov/attendance_leave/PB2023-02BulletinandChart.pdf>  <https://www.osc.state.ny.us/state-agencies/payroll-bulletins/state-agencies/21261-paid-parental-leave-full>   * **PEF**- Retro to 4/2/23 & ends seven months from the date of the qualifying event. 6 months of service requirement in which there was no break of more than a year:   <https://www.cs.ny.gov/attendance_leave/PolBull23-03.cfm>  <https://www.osc.state.ny.us/state-agencies/payroll-bulletins/state-agencies/21262-paid-parental-leave-full>   * **MC (Classified BU 06)-**retro to 2/14/23 with immediate coverage: [**https://www.cs.ny.gov/attendance\_leave/PolBull23-01.cfm**](https://www.cs.ny.gov/attendance_leave/PolBull23-01.cfm) * **UUP & MC (BU 13)-** Retro to 4/11/23 & ends seven months from the date of the qualifying event: <https://www.osc.ny.gov/state-agencies/payroll-bulletins/state-university-new-york/su-3422-suny-paid-parental-leave-full>   For employees working on an academic or college year basis, PPL cannot be used to bridge a period when the employee has no professional obligation such as over the summer (i.e., it cannot be partially used at the end of a spring semester and resumed at the beginning of a fall semester)  See Appendix A-42 VII. Paid Parental Leave**:** [**https://oer.ny.gov/state-university-professional-services-negotiating-unit-psnu-08-and-68?utm\_medium=301&utm\_source=goer.ny.gov**](https://oer.ny.gov/state-university-professional-services-negotiating-unit-psnu-08-and-68?utm_medium=301&utm_source=goer.ny.gov)  **PFL (NYS**): Public employers may voluntarily opt into PFL. Based on collective bargaining currently covers ONLY eligible UUP represented and M/C (Classified & Unclassified) staff. Paid Family Leave is not optional for **eligible employees**.  <https://www.osc.state.ny.us/state-agencies/payroll-bulletins/state-university-new-york/su-269-new-york-state-paid-family-leave-program-united-university>  <https://www.suny.edu/benefits/attendance/pfl/>  <https://www.standard.com/eforms/sny20509_430237.pdf>  **Full-time employees:**Employees who work a regular schedule of 20 or more hours per week are eligible after 26 consecutive weeks of employment.  **Part-time employees:**Employees who work a regular schedule of less than 20 hours per week are eligible after working 175 days, which do not need to be consecutive or accumulated within one year. An academic employee who teaches at least two courses per semester will become eligible to receive PFL during employment.  Periods of separate greater than 26 weeks will require the employee to re-qualify for PFL.   * 12 weeks of LOA/LWOP (full days) per 12-month period that can be used on a continuous or intermittent basis at partial pay (67%) paid by the Insurance Carrier (The Standard/Met Life). * Cannot be combined with use of other available accruals. * Based on child bonding (includes adoption and foster care)\*. * To care for a serious ill family member that consists of employee spouse, domestic partner, child, stepchild, parent, parent-in-law, stepparent, grandparent, grandchild, or siblings. * Not applicable for personal employee disability or illness.   Funded by employee payroll deductions based on the NYS Department of Financial Services annual calculations.  **FMLA (Federal)**: 1 year of NYS service plus 1,250 work hours proceeding LOA. The 12 months of employment do not have to be consecutive, employers are not required to count employment prior to a continuous break in service of seven years or more. Applicable to all BU/Affiliations.  12 weeks (26 weeks due to military related) of unpaid/paid LOA (continuous/intermittent) in a calendar year (may span consecutive years) based on or combination of:   * Pregnancy, birth, adoption or foster care placement of a child or childcare (i.e. bonding)\*; * Personal serious medical condition (including WC); * Family related serious medical condition (spouse, parent, child):M/C (06) & PBANYS (UPOs)-max. of 25 days per year; CSEA & PEF-30 days max. per year; and MC (13) & UUP 30 days max per UUP CBA year (7/2-7/1). * military exigency * to care for a covered servicemember with a serious injury/ illness   Should charge accruals that will be forfeited first (i.e., PL based on anniversary date, HC based on 1 year expiration and vacation based on year end “cut-back” of balance over 40 days).  The FMLA does not require an employer to authorize the use of paid sick leave in any circumstance where it would not otherwise be authorized.  <https://www.cs.ny.gov/attend_leave_manual/030Appendices/I-FamilyMedicalLeaveAct/PolicyBulletin94-01-part1.htm>  <https://www.cs.ny.gov/attend_leave_manual/030Appendices/I-FamilyMedicalLeaveAct/Policy%20Bulletin95-01.htm>  <https://www.cs.ny.gov/attend_leave_manual/030Appendices/I-FamilyMedicalLeaveAct/GIB95-01.htm>  <https://www.cs.ny.gov/attend_leave_manual/030Appendices/I-FamilyMedicalLeaveAct/PolicyBulletin09-01.htm>  <https://www.cs.ny.gov/attend_leave_manual/030Appendices/I-FamilyMedicalLeaveAct/PolicyBulletin10-01.htm> |

**\*NOTE: Employees, regardless of gender, are entitled to leave without pay for childcare for up to seven months following the date of delivery or adoption (not foster care placement) under Article 7 of the Domestic Relations Law and CS Time & Attendance Rules. In instances whereby the employee elects to take FMLA (maternity/paternity related LOA on an intermittent basis for bonding purposes is discretionary and requires employer approval), then PPL and then PFL (UUP and M/C staff only), such could result in 9 months of consecutive LOA based on individual leave entitlements. FMLA should be concurrently designated when appropriate based on simultaneous approved PPL or PFL LOA.**