



Office of the Senior Vice Chancellor
for Labor Relations

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TO: The Labor Designees
The Directors of Human Resources

FROM: Laura Blank *Laura Blank*
Senior University Executive Director for Labor Relations

DATE: November 19, 2020

SUBJECT: Revised Paid Parental Leave Policy

Attached are the revised Paid Parental Leave Policy and the revised Paid Parental Leave Form, which incorporate the changes that have been made since the policy was first implemented, including some flexibility in the scheduling of the leave negotiated in the last round of bargaining that the colleges and recipients should find beneficial. In particular, I call your attention to the following changes:

Full-time classroom teaching members of the Instructional Staff (hereinafter "teaching faculty" or "faculty") may now elect one of the options below in lieu of taking eight weeks of paid parental leave immediately following the birth or adoption of a child (or immediately following the expiration of approved use of temporary disability leave for the birth mother). The election shall be made at the time he/she files his/her paid parental leave application:

- In the event there are five or fewer weeks remaining in the semester at the time the faculty member becomes eligible to take paid parental leave (*i.e.*, upon the birth or adoption of the child or upon the expiration of the approved temporary disability leave for the birth mother), he/she may elect to take paid parental leave for the remainder of that semester and to receive a 3-contact-hour release in the next semester; if the faculty member does not so elect, she/he will be entitled to take the remaining weeks of paid parental leave (*i.e.*, up to the full eight weeks) in the next semester.
- A faculty member who becomes eligible for paid parental leave during the period of annual leave as set forth in section 14.1 of the PSC/CUNY collective bargaining agreement may elect either i) to take eight weeks of paid parental leave commencing effective with the first day of the Fall semester following the period of annual leave (or at the expiration of the approved period of temporary disability leave for a birth mother, to the extent that such period extends into the Fall semester), or ii) to receive a 6-contact-hour release to be taken in the Fall semester following the period of annual leave or in the following Spring semester, or to receive a 3-contact-hour release in each of those semesters. The scheduling option is subject to the approval of the department chair.

- It is the intention of the parties that a faculty member not be on leave for two semesters; faculty, accordingly, are encouraged to utilize the course release option, as appropriate.

Please update your college websites.

Attachments

c: Office of Labor Relations Staff