

Salary Continuance – Maternity

7.11 through 7.12

Academic employees are paid salary continuance according to the following schedule:

- All academic employees, including paid Postdoctoral Associates and Fellows with less than one year of service are paid 50% of their salary while unable to work due to a serious health condition.
- All academic employees, including paid Postdoctoral Associates and Fellows with one year or more of service will be paid 100% of their salary while unable to work due to a serious health condition.
- Academic staff members engaged sessionally will receive the disability benefits required by law. They should consult the HR solutions Center at [(646)-962-9247].

If the serious health condition is pregnancy, labor and delivery of a baby, then the following rules will apply:

- For vaginal delivery, the academic employee will receive salary continuance for six (6) weeks immediately after the birth of the baby. If the academic employee is released to return to work by their treating physician, but wants to take additional paid time off to bond with the baby, up to eight (8) weeks can be taken per the provisions of the Academic Family Leave policy (see page 7.13, herein). FMLA will run concurrently with the Academic Family Leave period.
- For C-Section delivery, the academic employee will receive salary continuance for eight (8) weeks immediately after the birth of the baby. If the academic employee is released to return to work by their treating physician, but wants to take additional paid time off to bond with the baby, up to eight (8) weeks can be taken per the provisions of the Academic Family Leave policy (see page 7.13, herein). FMLA will run concurrently with the Academic Family Leave period.

If medically necessary, leave is required after the initial six (6) or eight (8) weeks of salary continuance, the academic employee can apply for additional paid leave under the Salary Continuance policy.

Academic Family Leave

7.13 through 7.16

All salaried academic employees, including paid Postdoctoral Associates and Fellows (but not including visiting, adjunct, sessional, and emeritus staff) are eligible for job-protected, paid leave of up to eight (8) weeks per year provided they have completed three (3) months of work at the Medical College. Leave is available for Bond with a newly born, adopted, or fostered child.

The Academic Family Leave benefit is calculated as a maximum of eight (8) weeks of leave per calendar year, as a percentage of salary, according to the following schedule (salary is defined as annual base salary plus any administrative supplement, and is capped at \$210,000):

- All academic employees, including paid Postdoctoral Associates and Fellows with less than one year of service will be paid 50% of their salary to bond with a new child or care for a family member with a serious health condition.
- All academic employees, including paid Postdoctoral Associates and Fellows with one year or more of service, will be paid 100% of their salary to bond with a new child or care for a family member with a serious health condition.

Leave can be taken in whole day increments, and can be continuous or intermittent.

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Two parents working for the Medical College: each eligible employee can take Academic Family Leave up to the maximum benefit; their departments have discretion depending on the circumstances, to limit the employees from taking leave at the same time for the same family member.

Coordination with Salary Continuance: An employee cannot receive salary continuance benefits and Academic Family Leave benefits concurrently. Salary continuance for the purpose of labor and delivery of a child, is separate from the Academic Family Leave benefit to bond with the baby.

Coordination with Family and Medical Leave: FMLA runs concurrently with Academic Family Leave, except when the Academic Family Leave is used to care for a grandparent, grandchild, or parent-in-law (as FMLA does not cover a grandparent, grandchild, or parent-in-law). If the employee is eligible for Academic Family Leave but does not have remaining FMLA time, Academic Family Leave may be taken alone.

IV. Job Protection

FMLA may be taken for a maximum of twelve (12) weeks in a 52-week period.

Academic Family Leave may be taken for a maximum of eight (8) weeks in a calendar year and runs concurrently with FMLA. Both FMLA and Academic Family Leave provide job protection. If the employee returns to work within the eight- or twelve-week leave period, he/she will be returned to the same or an equivalent position to the one that was held prior to the leave. An equivalent position will provide equivalent pay and benefits.

Under the law, the Medical College may choose to exempt key employees from this provision and not return them to the same or equivalent position. Key employees are salaried employees otherwise eligible under FMLA who are among the highest paid 10% of Medical College employees.