

What we have now

CUNY does not provide paid leave to care for an infant (beyond the mother's own medical needs) or an ill child, spouse or close family member. Here's a quick summary of current policy:

- A full-time employee who gives birth uses her paid sick leave to cover the time she is medically disabled before and after the birth.
- Under the PSC/CUNY contract, all full-time faculty and staff may take up to one year unpaid leave for the introduction of a child into the household either by birth or adoption. (See 16.8 Special Leaves for Child Care). <http://www.psc-cuny.org/PDF/2002-2007Contract.pdf>
- Under the federal Family Medical Leave Act (or FMLA), full-time employees (with more than one year's employment) may take up to 12 weeks leave annually to care for a newborn or newly adopted child, a seriously ill family member or their own illness.
- In the case of FMLA, the individual must use vacation leave if the reason is to care for a child (including a newborn), an adopted child or sick family member (i.e. *not* for one's own illness). After the available vacation leave is used, remaining time is **unpaid**. As faculty members (except for librarians and faculty counselors) do *not* accrue vacation leave, **all** their FMLA care leave is **unpaid**.
- CUNY continues health insurance for only 12 weeks of FMLA leave – whether the employee's time is covered by sick leave, vacation leave or is unpaid.

The February '08 Clarion article a much more detailed look at "[The law, the contract and CUNY policy on family leave.](#)"

Link to CUNY's FMLA policy: http://www1.cuny.edu/portal_ur/content/ofsr/fmla_docs.html

CUNY can do better

Universities across the metro-NY region and nationally are adopting family-friendly policies that support faculty – both women and men – balance the demands of work and career. There's a great variety of solutions ranging from paid time off for principal care-givers including domestic partners, extended maternity leave benefits, and reduced workload for one or more semesters to childcare benefits and extended health insurance through periods of unpaid family leave. Though few colleges offer all these benefits, CUNY offers **none** of them.

Here are just a few public sector examples:

- University of Massachusetts / Amherst: 1 full semester paid parental leave for the birth or adoption of a child.
- University of New Hampshire: 12 weeks paid leave for the birth or adoption of a child that can be used, or shared by either parent if both are university employees.
- Michigan State University: under short-term disability, faculty who give birth receive 6 months paid leave; faculty who adopt receive 6 weeks paid parental leave.
- Rutgers, State University of New Jersey: 6 weeks paid "recuperative leave" for faculty who give birth that can be extended to 14 weeks; new parents can get 8 weeks release time from teaching and committee work.
- Wright State, Dayton, Ohio: 1 quarter with pay and relief from teaching available to either parent on the birth or adoption of a child.
- University of California: six weeks paid maternity leave and one semester's full or partial relief from teaching to care for an infant or young child.

For additional information about work and family issues

AAUP Balancing Family and Academic Work <http://www.aaup.org/AAUP/issues/WF/>

Labor Project for Working Families <http://www.working-families.org/index.html>