



Office of the Senior Vice Chancellor
for Labor Relations

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TO: The Labor Designees
The Directors of Human Resources

FROM: Michael T. Hewitt
University Executive Director, Labor Hearings and Appeals

DATE: February 28, 2025

SUBJECT: Revised Paid Parental Leave Policy Effective March 1, 2025

Attached are the revised Paid Parental Leave Policy and the revised Paid Parental Leave Form, which incorporate the changes negotiated in the recent round of collective bargaining.

In particular, I call your attention to the following changes, effective March 1, 2025:

1. expansion of the paid parental leave from eight (8) to twelve (12) weeks;
2. extension of the benefit to the foster care of a child of up to five (5) years of age; and
3. additional flexibility in the scheduling of the leave.

Full-time classroom teaching members of the Instructional Staff (hereinafter "teaching faculty" or "faculty") may elect one of the options below in lieu of taking twelve weeks of paid parental leave immediately following the birth, adoption, or foster care 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 the faculty member files their paid parental leave application:

- They may elect to receive a 9-contact-hour release to be taken in any combination during the semester of the birth and/or following semester.
- 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), the faculty member may elect to take paid parental leave for the remainder of that semester and to receive a 6-contact-hour release in the next semester; if the faculty member does not so elect, the faculty member will be entitled to take the remaining weeks of paid parental leave (*i.e.*, up to the full twelve 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 twelve 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 9-contact-hour release in any combination to be taken in either the Fall semester following the period of annual leave or in the following Spring semester, or receive the equivalent of 9-contact-hours release over the course of both 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