

## UR leave policies - focusing on new parents

	Short-Term Disability (STD: NYS law, but UR pays more)	Paid Family Leave (PFL: NYS law)	Family Medical Leave Act (FMLA: federal law)
Eligibility	Birth mother	Birth mother, spouse/ domestic partner, adoptive parents	Birth mother, spouse/ domestic partner, adoptive parents
Salary	100% for initial period (depends on years of service) + 50% for remaining period*	50%, up to cap (\$653/wk in 2018)	Unpaid
Duration	6-8 wk (typically), but up to 6 months, depending on doctor's recommendation	8 wk in 2018, increasing to 12 wk by 2021**	12 wk

Benefits for health insurance, dental, tuition, etc. continue for all of these plans.

\* For example, up to 2 months at 100% pay + 4 months at 50% pay for faculty with less than 2 years service.

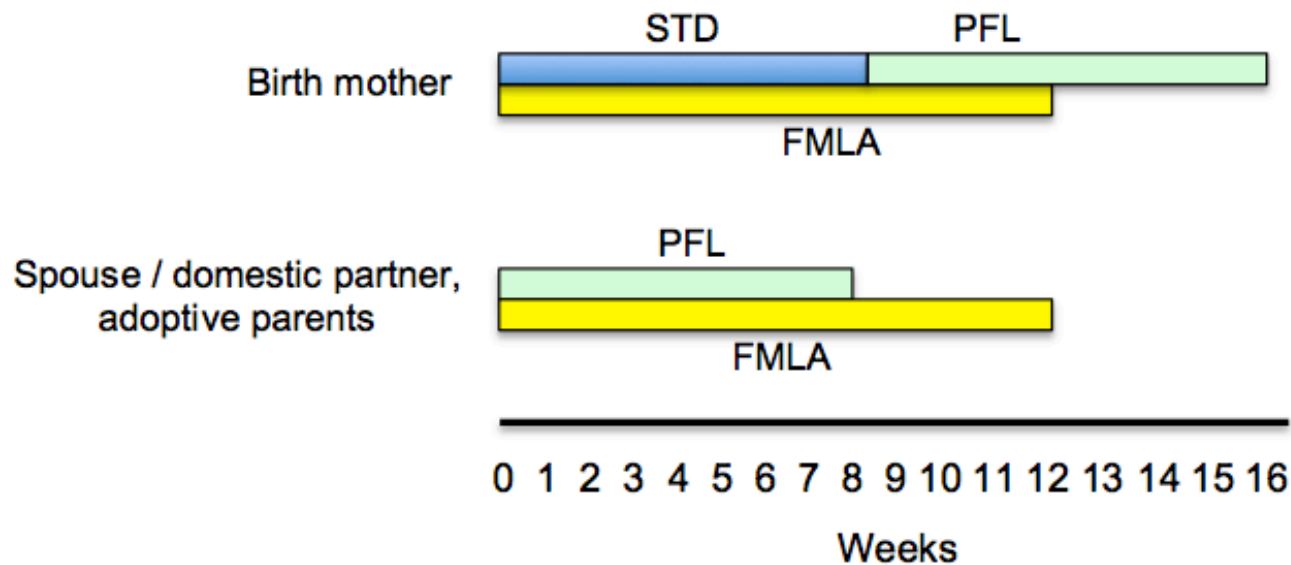
\*\* Depending on approval from New York State.

For the most up to date information go to: [www.rochester.edu/working/hr/leave](http://www.rochester.edu/working/hr/leave)

# Timeline

Mother giving birth: typically 6-8 weeks of STD at 100% pay, then 8 weeks of PFL at 50% pay. FMLA runs concurrently for 12 weeks.

Father, partner, or adoptive parents: 8 weeks of PFL at 50% pay *plus* FMLA: 4 additional weeks unpaid.



# UR policies

Modified duties for new parents. A modification of regularly assigned duties during the semester of birth or adoption, depending upon the ability of the department and school to accommodate this arrangement.

Part-time appointments in the year following birth or adoption. New parent faculty members may request reduced duties enabling them to work part-time for up to one year following the birth or adoption of a child.

Postponement of tenure clock. A tenure-track faculty member who adds a new child will automatically be given a one-year postponement of the tenure clock. May be repeated for a second child, but not for additional children.

AS&E meeting times. AS&E-level meetings (e.g., Faculty Council) are to end by 5 pm, so faculty can attend to child-care or other responsibilities. Department chairs have been encouraged to have meetings that do not begin before 8 am or go past 5 pm.