

- Academic staff members engaged sessionally will receive the disability benefits required by law. They should consult the HR solutions Center at [(646)-962-9247].

Provided the appropriate process is followed as outlined below, salary continuance for a serious health condition will be granted for up to an initial three-month period. In cases where the academic employee has not sufficiently recovered from his/her serious health condition preventing the employee from returning to work within the initial three month period, the Dean of the Medical College may upon request of the employee's department chairman extend the salary continuance for up to an additional three months.

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 time off up to twelve (12) weeks to care for the baby under FMLA policy, they can do so but the leave will be unpaid, or the academic employee can subsidise the leave with their accrued vacation time.
- 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 time off up to twelve (12) weeks to care for the baby under FMLA policy, they can do so but the leave will be unpaid, or the academic employee can subsidise the leave with their accrued vacation time.

G. Parental Leave and Salary Continuance¹. A faculty member who is the primary parent is eligible for parental leave and salary continuance for six (6) weeks upon:

- the birth or adoption of a child or for the care of that child immediately following birth or adoption; and
- the placement of a child with the faculty member for foster care, and to care for the newly placed child.

Parental leave does not modify a faculty member's rights under the Family and Medical Leave Act or to salary continuance in the event of a serious health condition. A department will apply the same standard for determining compensation during salary continuance for parental leave as for leave for a serious health condition. Parental leave is subject to the limitations set forth in Section D (p. 7.11).

¹ Approved by the Executive Faculty Council October 11, 2012, the General Faculty Council November 12, 2012, the Board of Overseers November 14, 2012 and the Board of Trustees December 6, 2012.