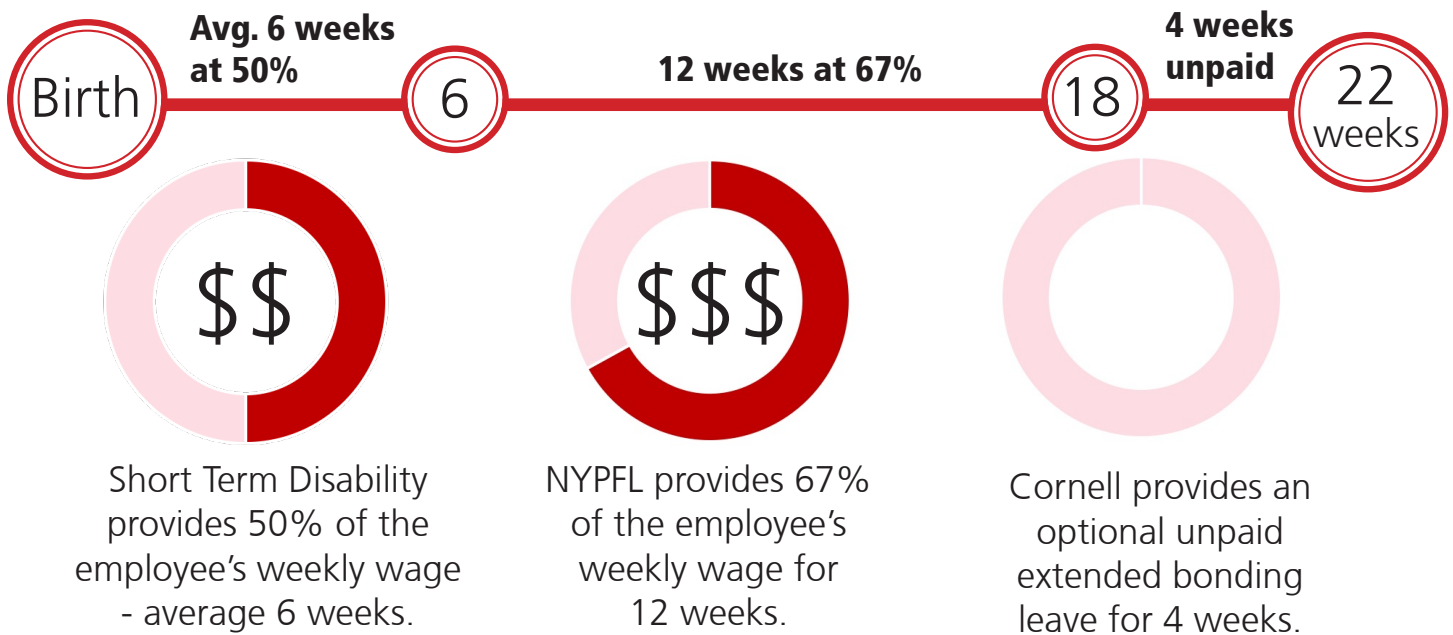


Birth, adoption, or foster of a child with New York Paid Family Leave

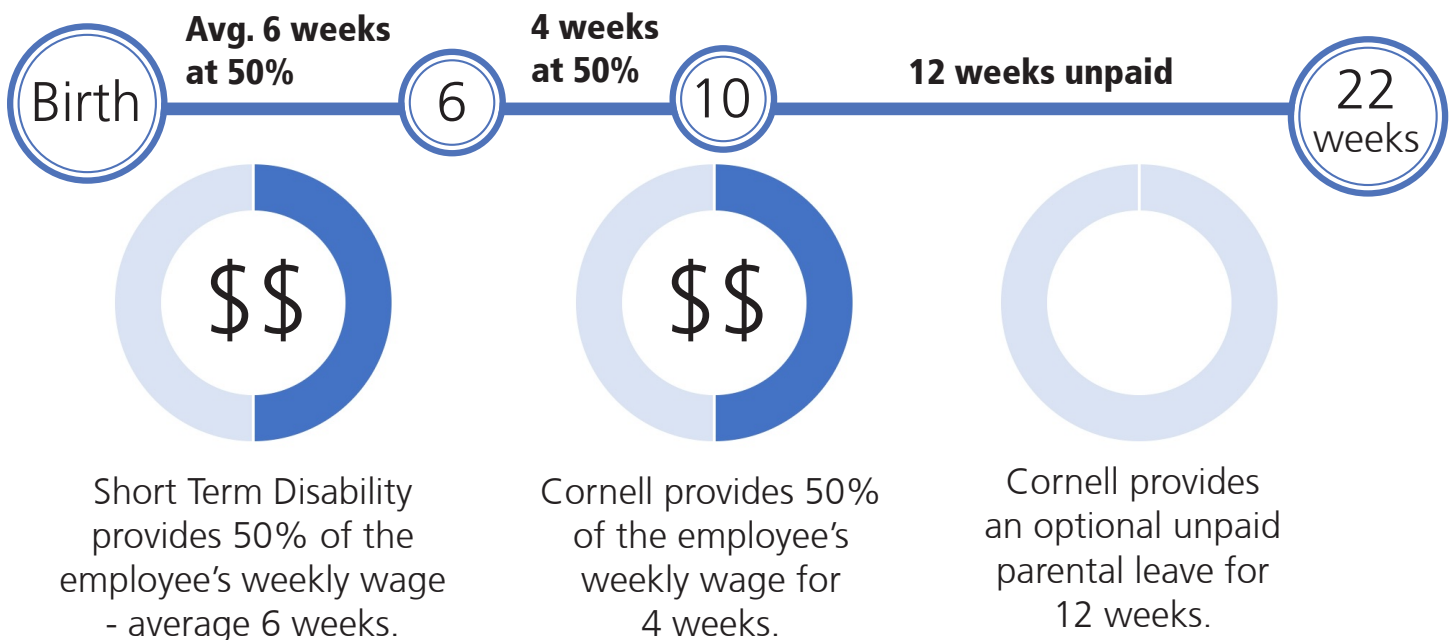
The total time afforded to both parents for leave remains the same, but the paid period increases from 4 weeks to 12 - and is provided at a higher rate - and in turn, the unpaid time decreases from 12 weeks to 4.

Birth parent

NEW: Bonding leave program under NY Paid Family Leave

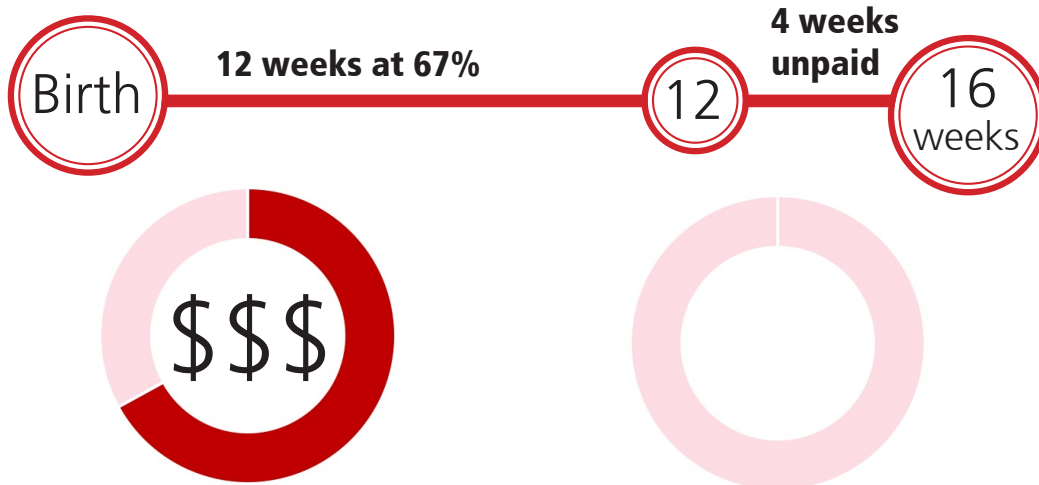


PRIOR: Parental Leave Policy



Non-birth parent

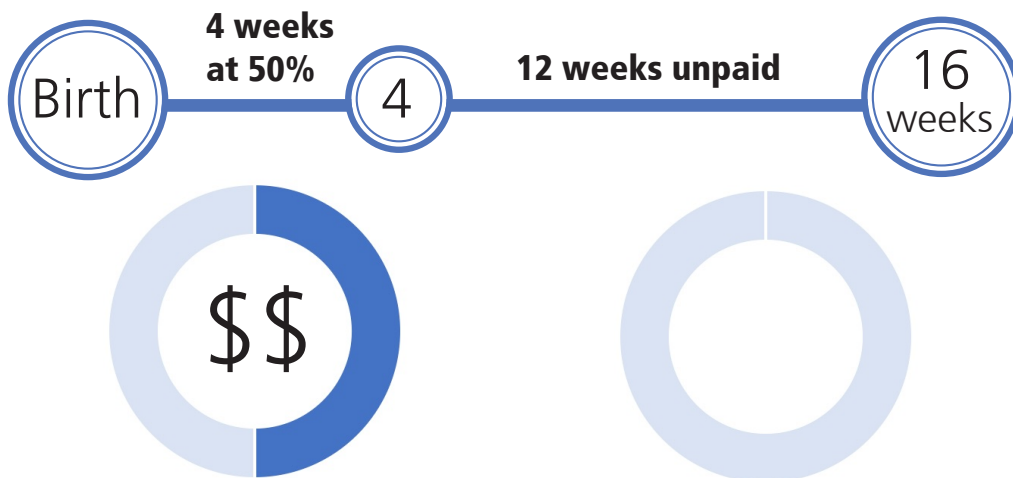
NEW: Bonding leave program under NY Paid Family Leave



PFL provides 67% of the employee's weekly wage for 12 weeks.

Cornell provides an optional unpaid extended bonding leave for 4 weeks.

PRIOR: Parental Leave Policy



Cornell provides 50% of the employee's weekly wage for 4 weeks.

Cornell provides an optional unpaid parental leave for 12 weeks.

Cornell un-paid 4-week extended bonding leave

Cornell's optional unpaid leave cannot be used until all NY Paid Leave has been exhausted, and must be taken within the first year of the child's birth all in one continuous block of time.

All bonding and parental leave must be taken within the first 52 weeks following the child's date of birth, and bonding leave for the placement or adoption of a child must be taken within the first 52 weeks commencing with the first day of leave taken for placement.

Questions

Contact your HR Representative or Dan Rotyiano in Medical Leaves Administration at 607-255-2207 or dmr336@cornell.edu