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| LEAVES RISONLLEAVES COMPARISON |
|  | FMLA | NYS Paid Family Leave | NYS Paid Parental Leave | NYS 7 Month Child Care Leave | Leave Donations |
| Eligibility | * 1 year of service

 AND* 1250 hours worked in immediately preceding 12 months.
 | * FT employees eligible after completing 26 work weeks
* PT see criteria at [HR Leaves](https://www.geneseo.edu/hr/leaves-absence)
 | * After 6 months of service
* Working at least 50% or greater
 | Employed by NYS Agency | * Subject to Attendance Rules
* Absent due to non-work-related illness
* Exhausted all Accruals.
* Expected to be out for at least 2 pay periods (4wks)
* No disciplinary actions or unsatisfactory evaluations in last 3 years
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| Bargaining Unit | All  | UUP, MC | ALL | UUP, MC, CSEA, PEF | ALL |
| Eligible Reason | * Bond with child within 12 months of birth or placement of child
* Care for Family member with a serious health condition
* Assist a family member called to active military service
* For employees own serious health condition
 | * Bond with child within 12 months of birth or placement of child
* Care for Family member with a serious health condition
* Care of sibling with a serious health condition
* Assist a family member called to active military service
 | * Bond with child within 7 months of birth or placement of child
 | * Birth or adoption of child
 | * Personal Illness
 |
|  | FMLA | NYS Paid Family Leave | NYS Paid Parental Leave | NYS 7 Month Child Care Leave | Leave Donations |
| Length of Leave | 12 weeks | 12 weeks | 12 weeks | 7 months | Varies |
| Paid | No Can use accruals to be paid | Yes 67% of average weekly wage not to exceed $1131.08 | Yes Full pay | No Can use accruals to be paid | Yes |
| Increments of Time | Continuous or intermittent | Continuous or Intermittent | Continuous only | Continuous | Continuous or Intermittent |
| Use of Accruals | Yes | No | No | Yes | No |
| Job Protection | Yes | Yes | Yes | No | No |
| Health Benefits | Yes, deductions will continue as long as in a paid status. | Yes, you are direct billed for the portion that would normally be taken from your check | Yes, deductions will continue | Yes, deductions will continue as long as in a paid status. | Yes, deductions will continue as long as in a paid status. |
| Service Credit | Yes, as long as in a paid status | No | Yes | Yes, as long as in a paid status | Yes, as long as in a paid status |
| Earn Accruals |  \*Yes | No | No | \*Yes | No |

\*Unclassified employees must be in a full pay status a major fraction of the month to accrue or 7 out of 10 days for classified employees.