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**

- **Birth**
  - Avg. 6 weeks at 50%
  - Short Term Disability provides 50% of the employee’s weekly wage - average 6 weeks.

- **12 weeks at 67%**
  - NYPFL provides 67% of the employee’s weekly wage for 12 weeks.

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

**PRIOR: Parental Leave Policy**

- **Birth**
  - Avg. 6 weeks at 50%
  - Short Term Disability provides 50% of the employee’s weekly wage - average 6 weeks.

- **4 weeks at 50%**
  - Cornell provides 50% of the employee’s weekly wage for 4 weeks.

- **12 weeks unpaid**
  - Cornell provides an optional unpaid parental leave for 12 weeks.
NEW: Bonding leave program under NY Paid Family Leave

Birth 12 weeks at 67% 12 unpaid 16 weeks

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

Birth 4 weeks at 50% 12 weeks unpaid 16 weeks

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 used immediately following the NY Paid Leave benefit 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 Liz Dibble-Pompa in Medical Leaves Administration at 607-255-1136 or ejd232@cornell.edu.