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%
  - $\quad $$
  - 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**
  - 18
  - 22 weeks
  - 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**
  - 10
  - 22 weeks
  - Cornell provides an optional unpaid parental leave for 12 weeks.
NEW: Bonding leave program under NY Paid Family Leave

- **Birth**: 12 weeks at 67%
- **4 weeks unpaid**: Cornell provides an optional unpaid extended bonding leave for 4 weeks.
- **16 weeks**

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

PRIOR: Parental Leave Policy

- **Birth**: 4 weeks at 50%
- **12 weeks unpaid**: Cornell provides an optional unpaid parental leave for 12 weeks.
- **16 weeks**

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

Questions

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