

Arts & Science Leave Agenda

Administrators & Professionals

1. Family Medical Leave Act (FMLA)

- 12 weeks of unpaid, job-protected leave in a 12-month period
- FMLA does not provide payment while on leave

2. New York Paid Family Leave Law (NYPFL)

- 12 weeks of job-protected paid family leave in a 12-month period
- Employees receive 67% of their average weekly wage, capped at \$971.61 in 2021

3. Payment Methods While on Leave

- Short-term Disability
- Paid Time Off (Sick, Vacation and Personal)
- University Paid Parental Bonding Leave (PBL)
- New York Paid Family Leave (NYPFL)

4. Lincoln Financial

- NYU's centralized record-keeper for leaves of absence
- Determines eligibility for short-term disability, FMLA and NYPFL

5. Action Items

- Immediately contact Lincoln Financial to open a claim
- Benefits Enrollment Form (if applicable)
- Parental Bonding Leave Application (if applicable)
- Fitness for Duty Certification