

Memorandum of Agreement

By and Between

The State of New York

And

Civil Service Employees Association, Inc.

This Memorandum of Agreement is entered into by the State of New York (hereinafter, “the State”) and the Civil Service Employees Association, Inc. (hereinafter, “CSEA”), representing employees in the Administrative Services, Institutional Services, Operational Services and Division of Military and Naval Affairs Units.

Effective April 2, 2023, Paid Parental Leave will become available to any gestation, non-gestational, adoptive, or foster parent in the Administrative Services Unit, Institutional Services Unit, Operational Services Unit, and the Division of Military and Naval Affairs Unit who meets certain eligibility criteria. All other childcare leave benefits, including sick leave accruals, family sick leave benefits, and Family Medical Act (FMLA) remain unchanged and available for use when applicable.

This Agreement shall remain in effect unless and until otherwise negotiated by the parties.

Eligibility

All employees of the unit who work full-time or who work at least 50% part-time are eligible for this benefit. Such employees are eligible beginning after six months of State service. The work percentage that will determine the compensation under the benefit will be determined by a six month look back before the date the leave commences.

Amount of Leave and Timing

Employees may take leave with pay for up to 12 weeks for each qualifying event, defined as the birth of a child or placement of a child for adoption or foster care. Paid Parental Leave is available for use once every 12-month period. A

qualifying event begins the 12-month period. Paid Parental Leave may begin on the date of birth, the day of adoption or foster care placement or anytime thereafter within seven months. An employee's ability to use Paid Parental Leave ends seven months from the date of the qualifying event.

If a qualifying event occurred within seven months before the effective date of this Paid Parental Leave benefit, an employee may use Paid Parental Leave, however the employee's use of Paid Parental Leave must end within seven months of the qualifying event.

Paid Parental Leave cannot be used intermittently and must be taken in a block of time. Employees do not have to take the full 12 weeks, but once they return from Paid Parental Leave, they can no longer use this leave.

Other Benefits/Insurance

Paid Parental Leave may be used in combination with all other paid and unpaid childcare leave benefits. Usage of accruals cannot run concurrently with Paid Parental Leave and may be taken at appropriate time in addition to Paid Parental Leave.

While using Paid Parental Leave, employees continued to be covered by their existing insurance benefits and all employer contributions continue. Employees continue to have health insurance premiums, retirement contributions, and other payroll deductions withheld from their paycheck.

Both Parents Employed by the State

If both parents are employed by a State agency in a unit that has agreed to or is covered by this leave, both parents may use Paid Parental Leave even if they work for the same appointing authority.

Attendance and Leave

For attendance and leave purposes, employees are deemed to be in leave without pay status while on Paid Parental Leave. They do not earn biweekly leave accruals or observe holidays, nor do they receive personal leave or vacation bonus days if their anniversary dates fall while they are using Paid Parental Leave. In such cases, the personal leave anniversary date changes to the date of return to work and the employee receives personal leave on the adjusted anniversary date.

The vacation anniversary date is adjusted if the period of continuous absence on Paid Parental Leave and any other kind of childcare leave, except where the employee charges accruals on such leave, exceeds six months. If such period is less than six months, the employee retains the same vacation anniversary date and is credited with vacation bonus days upon return to work.

Voluntary Reduction in Work Schedule

Voluntary Reduction in Work Schedule (VRWS) must be suspended on the first day of the payroll period in which an employee begins their Paid Parental Leave.

Retirement Credit

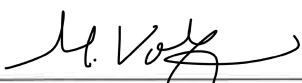
Employees using Paid Parental leave continue to receive retirement service credit for days while on leave as it is considered full pay status for this purpose.

No Extension of Employment

Paid parental leave may not be used to extend employment beyond the point it would otherwise end by operation of law.

For the State:

For CSEA:



Michael Volforte, Director
Office of Employee Relations



Daren J. Rylewicz, General Counsel