

Resolution Title: Resolution for Paid Family Leave
Submitted by: Professional Staff Congress/CUNY

WHEREAS, many working people are under stress trying to meet both work and family responsibilities; and

WHEREAS, such conflicting demands are even more acute at the birth or adoption of a child or when a child, spouse, domestic partner or parent has a serious illness; and

WHEREAS, the Federal Family Medical and Leave Act (FMLA) only provides for unpaid leave which most working people can not afford to take; and

WHEREAS, some states and a number of union contracts already offer paid family-leave for childbirth, adoption or serious illnesses of family members as well as domestic partners; and

WHEREAS, women are the primary caretakers and participate in the paid labor force at almost the same rate as men; and

WHEREAS, few employers have policies that effectively reduce conflicts between work and family commitments; and

WHEREAS, employers and employees benefit when the stress between home and work is alleviated; and

WHEREAS, the cost of paid family-leave is modest if funded through a specifically designed insurance mechanism that is outlined in the FMLA; therefore be it

RESOLVED, that NYSUT urge New York State to include up to 12 weeks of family-leave at full pay for public employees as long as this employer has 50 or more employees; and be it further

RESOLVED, that the 12 weeks of paid leave not run concurrently with sick leave; and be it further

RESOLVED, that the cost be borne through an employer-sponsored insurance mechanism; and be it further

RESOLVED, that employees who use this leave not experience any loss of standing upon return to work.