

December 8, 2011

Dr. Barbara Bowen
President
Professional Staff Congress/CUNY
61 Broadway, Suite 1500
New York, NY 10006

Dear Dr. Bowen:

This letter will confirm the parties' agreement regarding modifications to the March 19, 2009 Paid Parental Leave Letter Agreement. Except for the modifications set forth below, all of the other terms of the March 19, 2009 letter remain in effect.

The parties agree as follows:

1. When the Paid Parental Leave benefit was created, it was set to sunset at the end of the 2007-2010 collective bargaining agreement unless the parties agreed otherwise. The parties subsequently determined that sufficient funding remained to extend the benefit through August 31, 2011, and finally through December 31, 2011.
2. The parties now agree that the Paid Parental Leave benefit shall continue effective January 1, 2012. The parties agree that in order to effectuate the continuation of this benefit, funding in the amount of 0.10% of the aggregate bargaining unit payroll, including spinoffs, FICA and pensions, used by the parties to establish a value for a 1% across-the-board salary increase for the successor agreement to the 2007-2010 collective bargaining agreement is required effective January 1, 2012. (The parties acknowledge that the value for the 1% increase has not yet been established.)
3. The parties agree that 0.10% of the aggregate bargaining unit payroll defined in paragraph 2 above will be funded out of the successor agreement to the 2007-2010 collective bargaining agreement, retroactive to January 1, 2012.
4. Paragraph 1 of the March 19, 2009 Paid Parental Leave Letter Agreement is hereby modified to add the following provisions:

- (a) Persons employed as substitutes who do not have an underlying regular annual appointment are not eligible for the Paid Parental Leave Benefit.
- (b) Teaching faculty who have completed two continuous semesters of teaching and become parents during the period of annual leave, as defined in section 14.1 of the PSC/CUNY collective bargaining agreement, are eligible for the Paid Parental Leave Benefit.

5. Paragraph 5 of the March 19, 2009 Paid Parental Leave Letter Agreement is hereby modified to read as follows:

The employee is required to give notice of his/her intent to take Paid Parental Leave by filing an application form at least 90 days prior to the expected due date of the baby or 90 days prior to the expected placement of the child with his/her adoptive parents; in the event that the adoption placement date is not known 90 days in advance, the application must be filed as soon as the placement date is known to the parent. The employee must file the application form with the Director of Human Resources, after obtaining the signature of her/his department chair or unit head.

6. Paragraph 15 of the March 19, 2009 Paid Parental Leave Letter Agreement is hereby modified by deleting the last sentence thereof. It accordingly now reads, in full, as follows:

Matters which are not anticipated under these guidelines may be brought to the Vice Chancellor for Labor Relations, who, after consultation with the PSC President and the College President, will issue a final determination as expeditiously as possible.

These modifications shall be effective for births or adoptions occurring on or after January 1, 2012. An employee who became eligible for Paid Parental Leave prior to January 1, 2012 and who has not exhausted his/her leave as of that date will be entitled to extend his/her leave into 2012 without interruption.

Please sign below to indicate your agreement to these terms.

Very truly yours,



Pamela S. Silverblatt
Vice Chancellor for Labor Relations

AGREED:



Professional Staff Congress/CUNY

12/9/11

Date