

NEW YORK UNIVERSITY POLICY ON FAMILY MILITARY LEAVE

Effective Date of Policy:

September 1, 2008 (in effect under law: December 13, 2007)

Issuing Authorities:

Michael C. Alfano, Executive Vice President; David W. McLaughlin, Provost

Responsible Officers:

Katie Casey, Vice President for Human Resources; Jane Tylus, Vice Provost for Academic Affairs

I. PURPOSE OF POLICY

The purpose of this policy is to implement Section 202-I of New York Labor Law, which provides for eligible employees to take leave to coincide with the leave of a family member serving in the armed forces.

II. TO WHOM THIS POLICY APPLIES

This policy applies to employees who are employed by New York University and work at least twenty (20) hours per week. Such employees are deemed “eligible employees”.

III. POLICY STATEMENT

An eligible employee who is the spouse or registered domestic partner¹ of a member of the armed forces of the United States, National Guard, or reserves who has been deployed during a period of military conflict to combat theater or combat zone of operations, shall be allowed up to ten (10) days of unpaid leave. Such leave shall be used only when the employee’s spouse or domestic partner is on leave from the armed forces of the United States, National Guard, or reserves while deployed during a period of military conflict to combat theater or combat zone of operations. This leave does not affect or prevent the granting of any leave for military spouses afforded by the Family and Medical Leave Act, and may run concurrently.

IV. RETALIATION

Retaliation against the employee for requesting or obtaining such a leave is prohibited.

DISCLAIMER: *This Policy does not form a contract of any kind and can be modified at the discretion of New York University or in accordance with the law without notice.*

¹ The term “domestic partner” means two individuals who reside together in a long-term relationship of infinite duration with an exclusive mutual commitment in which the partners agree to be jointly responsible for each other’s common welfare and to share financial obligations. The partners may not be related by blood to a degree of closeness which would prohibit legal marriage in the state where they legally reside. The term “registered domestic partner” means domestic partners, one of whom is an NYU employee, who have submitted a completed New York University Statement of Domestic Partnership and other required information, and have received approval from the University.