

New York University

UNIVERSITY POLICIES

Title: Military Spouse Leave Policy – California
Effective Date: February 13, 2019
Supersedes: N/A
Issuing Authority: Executive Vice President
Responsible Officer: Human Resources

Statement of Policy

In accordance with California Military and Veterans Code Section 395.10 and the terms of this Policy, New York University in California (“NYU-CA” or “the University”) will provide unpaid leave for employees who are military spouses. As set forth below, this Policy lays out the parameters for leave eligibility and entitlement, the process for taking leave, and other rules governing the use of such leave.

To Whom the Policy Applies

This Policy covers all employees of NYU-CA who work an average of twenty (20) or more hours per week (hereinafter, “eligible employee”).

Policy and Procedures

Leave Entitlement

In accordance with California law, NYU-CA will provide up to ten (10) days of time off to an eligible employee if the employee’s spouse (as defined under California law) is a qualified member of the armed forces (as defined under California law) who is deployed home during a period of military conflict.

Notice

An eligible employee must provide the University with notice of his/her spouse’s deployment within two (2) business days of the employee’s receipt of official notice of such deployment.

Other University Leaves

The leave under this Policy will be unpaid, unless the employee chooses to use accrued vacation, personal days, or sick leave for which he or she is eligible. Leave provided under California Military and Veterans Code Section 395.10 is otherwise in addition to any other leave that such employee may be entitled to take.