

Paid Family Leave – Faculty Summer Leave

Faculty members who take Paid Family Leave (PFL) during the academic year will affect their summer leave compensation. While on PFL, an employee is not technically on CUNY payroll, as the individual is being paid by an insurance company.

Under CUNY policy, one month of summer pay is provided for each complete semester of employment. As a result, being removed from CUNY payroll while taking PFL can result in the loss of one or both months of summer pay, depending on the timing of the leave. Under the current administration of the program, even one day of PFL will result in the loss of one month of summer salary.

When considering whether to apply for PFL, faculty members are encouraged to contact the Queens College Benefits Office (ohr.benefits@qc.cuny.edu) to ensure that they understand the impact of PFL.