New York City Earned Safe and Sick Time Act

Effective Date: April 1, 2014

Policy Statement

Columbia University complies with the New York City Earned Safe and Sick Time Act by providing eligible faculty and staff the ability to accrue up to a maximum of 40 hours per fiscal year in paid safe/sick time. Employees may use safe time if they are victims of a family offense matter, sexual offense, stalking, or human trafficking or if a family member has been a victim of such crimes. Sick time can be used for illness or preventative care of one’s self or one’s family members. Any earned but unused safe/sick time under this policy will be carried forward from year to year; however, a maximum of 40 hours of accrued time under this Act can be used in any given fiscal year (though an employee may be eligible for additional paid medical leave under other University policies), and Columbia University does not pay out unused safe/sick time under this or any other policy at termination.

“Family member” is defined under the Act to mean the employee’s child, spouse, domestic partner, parent, sibling (including a half sibling, step sibling, or sibling related through adoption), grandchild, grandparent, the child or parent of an employee’s spouse or domestic partner, or any other individual related by blood to the employee, and other individual whose close association with the employee is the equivalent of a family relationship.

Who is Governed by this Policy

All Columbia University Employees who work in New York City, and who work more than 80 hours a fiscal year (July 1 – June 30), once they have been employed for 120 days.

Staff rights and obligations under collective bargaining agreements that provide comparable benefits and waive the law’s provisions are not affected by this policy. Staff covered by applicable collective bargaining agreements are governed by the provisions of their respective contract. Collective bargaining agreements may be found in the CUHR website under https://humanresources.columbia.edu/cba.

Exclusions and Special Situations

This policy does not apply to individuals excluded by the Act, such as employees who work fewer than 80 hours per fiscal year, individuals covered by a collective bargaining agreement that provides comparable benefits and waives the law’s provisions, individuals who work for Federal Work Study programs, and individuals for hours worked by or through qualified scholarships.

Policy Text

Columbia University complies with the New York City Earned Safe and Sick Time Act by providing eligible faculty and staff the ability to accrue up to a maximum of 40 hours per fiscal year in paid safe/sick time. Employees may use safe time if they are victims of a family offense matter, sexual offense, stalking, or human trafficking or if a family member has been a victim of such crimes. Sick time can be used for illness or preventative care of one’s self or one’s family members. Any earned but unused safe/sick time under this policy will be carried forward from year to year; however, a maximum of 40 hours of accrued time under this Act can be used in any given fiscal year (though an employee may be eligible for additional paid medical leave under other University policies), and Columbia University does not pay out unused safe/sick time under this or any other policy at termination.
“Family member” is defined under the Act to mean the employee’s child, spouse, domestic partner, parent, sibling (including a half sibling, step sibling, or sibling related through adoption), grandchild, grandparent, the child or parent of an employee’s spouse or domestic partner, or any other individual related by blood to the employee, and other individual whose close association with the employee is the equivalent of a family relationship.

Use of the paid safe/sick time

A. Sick time covered by this policy can be used for the following reasons set forth under the Act:

- Employee’s own mental or physical illness, injury or health condition or need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventative medical care.
- Care of a family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or who needs preventative medical care.
- Closure of an employee’s place of business by order of a public official due to a public health emergency or such employee’s need to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency.

B. Safe time covered by this policy can be used for the following reasons set forth under the Act, when you or a family member may be the victim of any act or threat of domestic violence or unwanted sexual contact, stalking, or human trafficking and you need to take actions necessary to restore the physical, psychological, or economic health or safety of you or your family members or to protect those who associate or work with you, including to:

- Obtain services from a domestic violence shelter, rape crisis center, or other shelter or services program for relief from a family offense matter, sexual offense, stalking, or human trafficking.
- Participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members from future family offense matters, sexual offenses, stalking, or human trafficking.
- Meet with a civil attorney or other social service provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding, including but not limited to, matters related to a family offense matter, sexual offense, stalking, human trafficking, custody, visitation, matrimonial issues, orders of protection, immigration, housing, discrimination in employment, housing or consumer credit.
- File a complaint or domestic incident report with law enforcement.

Employees may use up to forty (40) hours of his/her sick leave for the reasons described in this policy. Beyond forty hours, requirements under other University leave policies apply.

Documentation

A. Sick Time

For absences of more than three consecutive work days under this policy for sick time, a department may require reasonable documentation signed by a licensed health care provider indicating the need for the amount of sick time taken. The University will not require that such documentation specify the nature of the employee’s or the employee’s family member’s injury, illness or condition, unless requested in connection with concurrent leave under another applicable University policy.

B. Safe Time
For absences of more than three consecutive work days under this policy for safe time, a department may require reasonable documentation signed by an employee, agent, or volunteer of a victim services organization, an attorney, a member of the clergy, or a medical or other professional service provider from whom the employee or that employee's family member has sought assistance in addressing family offense matters, sex offenses, stalking, or human trafficking and their effects; a police or court record; or a notarized letter from the employee explaining the need for such time. The University will not require that such documentation specify the details of the family offense matter, sexual offense, stalking, or human trafficking.

**Scheduling and Notification**

Where the need for safe/sick time is foreseeable (for example non-emergency medical and dental appointments), the University requests that the employee provide his/her supervisor with notice at least a week in advance. Where the need for safe/sick time is not foreseeable, the employee shall provide notice in writing to the employee’s supervisor or department as soon as practicable.

Upon mutual agreement of the employee and manager, an employee who is absent for a qualifying reason under the Act may work additional hours to make up for lost time during the immediately preceding seven (7) days if the absence was foreseeable or in the immediately subsequent seven (7) days from that absence without using paid safe/sick time accruals.

For officers of instruction, upon mutual agreement of the officer of instruction and the Department Chair, the officer of instruction can make up for lost time at any point during the applicable semester without using paid safe/sick time accruals.

Please see the “Fiscal Year Accrual Schedule and Other Information for NYC Paid Safe and Sick Time” at the end of the policy for more information.

**Accrual**

For eligible employees who are employed as of April 1, 2014 (the effective date of this policy), safe/sick time under this policy will begin to accrue on April 1, 2014. For eligible employees hired after April 1, 2014, safe/sick time under this policy will accrue starting on the date of hire. Eligible faculty and staff accrue up to 40 hours per fiscal year of safe/sick time, based on their position and hours worked. Please see the “Fiscal Year Accrual Schedule and Other Information for NYC Paid Safe and Sick Time” at the end of the policy for more information. Earned and unused safe/sick time will carry over from one fiscal year to the next in accordance with applicable law. However, only 40 hours can be used in any given fiscal year under this Act (see “Use of the paid safe/sick time” section).

An eligible employee may begin using safe/sick time after accruing safe/sick time under this policy once they are employed for one hundred twenty (120) calendar days (or on July 29, 2014 for eligible employees who are employed as of April 1, 2014). Eligible employees who are rehired by the University within 6 months of termination may use any accrued but unused safe/sick time from their prior position at Columbia without waiting the 120 days, but must wait the 120 days to use newly accrued safe/sick time.
**Termination of Employment**

Any accrued but unused safe/sick time under this policy will not be paid out upon termination. Upon termination for any reason, any unused safe/sick time under this policy will be recorded and if the employee is rehired within 6 months of termination, the prior accrued time will be reinstated and can be used at any time.

**Record Keeping**

In accordance with the University policy on time records, officers of administration will track use of their safe/sick time under this policy through the Officer Time Off tracking worksheets. Academic Officers (officers of instruction, officers of research, officers of the Libraries and student officers) will track use of safe/sick time under this policy in accordance with their existing department practices.

Support Staff will use the applicable time sheets to record and track the use of safe/sick time under this policy.
Fiscal Year Accrual Schedule and Other Information for NYC Paid Safe and Sick Time:

<table>
<thead>
<tr>
<th>Employment Category</th>
<th>NYC Paid Sick/Safe Time Earned</th>
<th>Additional Notes</th>
<th>Tracking</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full time academic officers</strong> including officers of instruction, officers of research, and officers of the libraries.</td>
<td>40 hours per year (included in 6-month salary continuation plan)</td>
<td>If an officer of instruction chooses to make up for lost time in lieu of using paid sick time, missed class time can be made up at any point in the current semester, based on mutual agreement between the faculty member and Department Chair.</td>
<td>Based on individual department practices.</td>
</tr>
<tr>
<td><strong>Part time academic officers</strong> including officers of instruction, officers of research, officers of the libraries, and student officers.</td>
<td>40 hours per year</td>
<td>If an officer of instruction chooses to make up for lost time in lieu of using paid sick time, missed class time can be made up at any point in the current semester, based on mutual agreement between the faculty member and Department Chair.</td>
<td>Based on individual department practices.</td>
</tr>
<tr>
<td><strong>Full time officers of administration</strong> including regular officers, 11- month officers, and temporary officers whose appointment period is 4 months or greater.</td>
<td>40 hours per year (included in 6-month salary continuation under Medical Leave of Absence policy)</td>
<td>Must be taken in a minimum increment of 4 hours per day, and in 30-minute intervals for time above 4 hours. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Tracking Full-Time Officer Time-Off worksheet.</td>
</tr>
<tr>
<td><strong>Part time officers of administration</strong> including all officers whose standard hours are less than 35 hours per week, participate in the 9-month or 10-month employment program, or who have a full-time temporary assignment for less than 4 months.</td>
<td>40 hours per year</td>
<td>Must be taken in a minimum increment of 4 hours per day, and in 30-minute intervals for time above 4 hours. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Part-Time Officer Time-Off worksheet.</td>
</tr>
<tr>
<td><strong>Variable-hour officers</strong></td>
<td>1 hour for every 30 hours worked, up to a maximum of 40 hours in a year</td>
<td>Must be taken in 1-hour increments. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Record of Hours Worked: Bi-weekly Support Staff timesheet.</td>
</tr>
<tr>
<td><strong>Full time non-union support staff</strong> excluding casuals and student casuals</td>
<td>40 hours per year</td>
<td>Must be taken in 1-hour increments. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Record of Hours Worked: Bi-weekly Support Staff timesheet.</td>
</tr>
<tr>
<td><strong>Part time non-union support staff</strong> excluding casuals and student casuals</td>
<td>40 hours per year</td>
<td>Must be taken in 1-hour increments. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Record of Hours Worked: Bi-weekly Support Staff timesheet.</td>
</tr>
<tr>
<td><strong>Casuals and student casuals</strong></td>
<td>1 hour for every 30 hours worked, up to a maximum of 40 hours in a year</td>
<td>Must be taken in 1-hour increments. A maximum of 40 hours can be used in a year.</td>
<td>Earned sick time will be tracked on the Record of Hours Worked: Bi-Weekly Casual timesheet.</td>
</tr>
</tbody>
</table>