

# Maternity Leave

Employees may be eligible for some or all of these benefits. To confirm what you may be eligible for, please reach out to Human Resources

## Short-Term Disability (STD)

### **New York State Disability Plan**

New York State provides partial income replacement if you become disabled and are unable to work due to a non-work related illness or injury.

### **Voluntary Enhanced Short Term Disability Plan (Mutual of Omaha)**

This is a Voluntary Plan offered through Mutual of Omaha. It is **100% Employee Paid**. To be eligible you must be scheduled to work at least 30 hours per week.

	New York Statutory	Voluntary Enhanced Short-Term Disability
Weekly Benefit	50% of Salary To \$170	60% of Salary To \$1,500
Wait	7 Days	7 Days
Duration	26 Weeks	12 Weeks

## Paid Family Medical Leave

Full-time employees who have worked for MDY for at least 26 consecutive weeks and part-time employees who have worked at least 175 days are entitled to paid family leave ("PFL"). Your benefit amount, as determined by law, is the lesser of the percent of your average weekly wage and the New York State average weekly wage, as follows:

WEEKS AVAILABLE	MAX % OF EMPLOYEE AVERAGE WEEKLY WAGE	CAPPED AT NYS AVERAGE WEEKLY WAGE (\$1,757.19 FOR 2025)
12	67%	\$1,177.31

## Employees are eligible for PFL for the following reasons:

- To care for a family member with a serious medical condition
- To bond with a child (including births, adoptions, and placements)
- In connection with an adoption process or foster care placement
- When a family member is called into active military service.

A qualifying family member includes: Spouse, Domestic Partner, Child, Parent, Grandparent, Grandchild and Sibling.

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## Banked PTO Time

Any unused PTO at the end of the academic year will be placed in a Family Medical Leave Act (“FMLA”) PTO bank. The purpose of this bank is for employees to use PTO time to receive pay during an FMLA leave of absence (See Section 5.18, Family and Medical Leave).

Employees may bank a maximum of 12 weeks in the FMLA PTO bank. Employees will only receive pay during an FMLA unpaid leave of absence for as many days as the employee has in their bank and for unused PTO for the then current academic year. The “academic year” is defined as September 1 to August 31. Unused PTO, including those in the FMLA PTO bank, will not be paid out upon separation from employment.

**For questions regarding eligibility or to discuss your maternity leave options please reach out to our HR Manager, Giselle Pemberton at [hr@mdy.org](mailto:hr@mdy.org).**