

20.13 13. Leaves of Absence, Without Pay or Reduced Pay

Leaves of absence are provided:

- a. With reduced pay for maternity leave or upon adoption of a child. A person employed by the Presbytery for at least a year may have up to four months of leave with reduced pay. Application must be made and approved six weeks before the leave begins. Compensation will be at 50% of normal salary, except the first week will be at 100%. Benefits from the New York State Disability Benefits insurance will also be payable for maternity after a one week waiting period. Pension and benefits for the time of leave will be paid by the Presbytery on the reduced salary base. Upon return every effort will be made to place the employee in a position with like seniority and status if it is not possible to hold open the identical position.
- b. With reduced pay for paternity leave, or upon the adoption of a child. A person employed by the Presbytery for at least a year may have up to one month paternity leave with reduced pay. Application must be made and approved six weeks before the leave begins. Compensation will be at 50% of normal salary. Pension and benefits for the time of leave will be paid by the Presbytery on the reduced salary base.
- c. Maternity and paternity leaves within the same family cannot be concurrent.