

Definitions:

7 r, parent,
 partner.
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 employee, or a person who stood in *loco parentis* when the employee was a minor child.
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 employee standing in *loco parentis*.

Job Protection

Employees who take sick leave pursuant to the reasons allowed under the law must be restored to the position of employment held prior to any sick leave taken, including the same pay and other terms and conditions of employment.

No Discrimination, Harassment or Retaliation

Daemen explicitly prohibits discrimination, harassment and/or retaliation against employee who exercises their right to use paid sick leave for any of the reasons covered by NYS Labor Law 196-b. Employees will not be discharged, threatened, penalized or in any other manner discriminated or retaliated against for exercising their right afforded under the paid sick leave law, including requesting and using sick leave.

Long term medical conditions

In the case of an injury, illness, or medical condition that prevents an employee from working for an extended period of time, refer to the Medical Leaves of Absence section of the handbook.

Separation of Employment

Separation from employment includes termination, resignation, retirement, or other separation from employment.