

MEMO

DATE: June 12th, 2017
TO: All Employees
RE: PAID FAMILY LEAVE – EMPLOYEE BENEFIT

Effective January 2018, you may be eligible to receive Paid Family Leave, otherwise known as PFL. This benefit is designed to provide wage replacement, job and health benefits protection while caring for an infant, a family member with a serious health condition, or to assist with family obligations when a family member is called into active military service. Employees that contribute to the cost of their health insurance, will be responsible for their portion of the premium cost while on Paid Family Leave.

The benefit will be funded entirely through deductions from employee's paychecks. The weekly contribution rate is 0.126% of an employee's weekly wage, capped at the NYS current average weekly wage of \$1,305.92. **This translates into a maximum contribution of \$1.65 per week per employee.** This benefit **is not** optional for employees working for private employers.

To be considered an eligible employee, the following criteria apply:

Full time employees (20 or more hrs/week) are eligible to participate after working 26 or more consecutive weeks of work.

Part time employees (less than 20 hrs/week) are eligible to participate on the 175th day of work.

PFL will be phased in over a period of four years. Employers who are **currently mandated** under NYS DBL Law, will be required to provide PFL benefits to eligible employees. **Non-mandated groups** (Public Employers / Unions) may elect to provide PFL; similar to NYS DBL rules, or through collective bargaining.

PFL Benefit Timeline:

Date	Max. length of paid leave	Payable % of the employee's average weekly wage	To the max % of NY average weekly wage
01/01/2018	8 weeks	50%	50%
01/01/2019	10 weeks	55%	55%
01/01/2020	10 weeks	60%	60%
01/01/2021	12 weeks	67%	67%

For more detailed information on this new benefit, please contact your NYS DBL carrier and/or visit:

<https://www.ny.gov/programs/new-york-state-paid-family-leave>