PAID FAMILY LEAVE (PFL) OVERVIEW

- Effective January 1, 2018.

- The PFL Act also guarantees that employees can return to their job and maintain health insurance (with continued contribution to the premium).
Paid Family Leave Use

- Provide physical or psychological care for a family member with a serious health condition. In addition to spouses and domestic partners, “family member” includes children, parents, grandparents, and grandchildren, all of which are broadly defined to include in-laws, “step” relationships, and *in loco parentis* relationships.

- Bond with a child during the first 12 months following the birth, adoption, or foster placement of the child.

- Attend to a qualified military exigency (as defined under the Family Medical Leave Act) arising from the service of a spouse, domestic partner, child, or parent in the U.S. Armed Forces. Child and parent are broadly defined.
Paid Family Leave Eligibility

- Regular schedule is 20 hours or more per week, worked for at least 26 consecutive work weeks preceding the first full day family leave begins, or
- Employee whose regular schedule is less than 20 hours per week and has worked 175 days preceding the first full date the leave begins.
- Each employee is only eligible for 8 weeks of PFL (increases to 10 weeks in 2019, and 12 weeks after 2021).
- Each employee is only eligible for a combined total of 26 weeks of disability and PFL in one 52-week period.
Example: I have taken 20 weeks of disability for my own health issues. I now have a family member with a serious health issue. I would only be eligible for 6 weeks of PFL based on my utilization of disability in the prior 52 weeks.
# Weeks of Paid Leave & Benefit Amount

Paid Family Leave is designed to phase in over four years, starting January 1, 2018.

Schedule:

<table>
<thead>
<tr>
<th>Year</th>
<th>Weeks per Benefit Year</th>
<th>Max % of Employee Salary</th>
<th>Cap % of State Average Weekly Wage (AWW)</th>
<th>State Average Weekly Wage (AWW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/2018</td>
<td>8</td>
<td>50%</td>
<td>50% of 2018 AWW</td>
<td>$1305.92</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>50% = $652.96</td>
</tr>
<tr>
<td>1/1/2019</td>
<td>10</td>
<td>55%</td>
<td>55% of 2019 AWW</td>
<td>TBD</td>
</tr>
<tr>
<td>1/1/2020</td>
<td>10</td>
<td>60%</td>
<td>60% of 2020 AWW</td>
<td>TBD</td>
</tr>
<tr>
<td>1/1/2021</td>
<td>12</td>
<td>67%</td>
<td>67% of 2021 AWW</td>
<td>TBD</td>
</tr>
</tbody>
</table>
Employee Obligations under Paid Family Leave

- PFL is funded by employee contributions through a payroll deduction.
- The weekly contribution for the first year will be .126% of an employee’s weekly wage up to, but not to exceed, .126% of the statewide average weekly wage. This percentage will be determined each year by New York State along with the statewide average weekly wage.

Example: A fulltime employee who makes $15.00 per hour has a weekly wage of $600.00 per week. The employee’s contribution for PFL would be .756 cents per week (600 X .0126). The maximum contribution by any employee during this benefit year will be $85.56.
Employee Obligations under Paid Family Leave continued

- Contributions to PFL are not optional for most employees.

- Only employees whose work schedule will not allow them to become eligible for PFL can waive the fee along with waiving their eligibility for PFL. Employees considering a waiver should proceed with caution, because if the employee does become eligible for PFL in the future, their waiver will be revoked and they will be legally obligated to make PFL contributions back to their hire date.

- Employees must provide 30 days notice before the leave where the leave is foreseeable.
Due to a quirk in the law that applies to nonprofits and educational institutions, a large group of our employees (roughly 9,000) are excluded from coverage.

The Worker’s Compensation Board (WCB) will not permit us to provide and charge excluded employees for PFL unless we demonstrate that a majority of excluded employees agree to receive the PFL benefits.

The UR’s goal is to provide all employees access to PFL. We are implementing a process to allow excluded employees to “vote” whether they want to receive the benefit. A majority of the entire group of excluded employees must agree to receive the benefit.

The WCB has informally indicated that PFL and statutory disability benefits are linked. If excluded employees do not vote to receive PFL, they will also lose statutory disability (not the UR Enhanced program). UR counsel strongly disagrees with this interpretation. However, employees will be informed of this risk as part of the communication process.
Employee Obligations under Paid Family Leave continued

- We are working with counsel to create a survey that will be sent to these employees via e-mail and will ask them to vote to receive the benefit. Once we receive more than 50% agreement, we can proceed with the benefit coverage (after providing 30 days’ notice).

- Notices are targeted to go out next week to employees. We need your help to alert them of the importance of participating in the vote.
How We Are Preparing

- We have sent out the e-mail to those who have to vote.
- Developing policy and FAQ guide along with a website with this information.
- Scheduling informational sessions about PFL with supervisory groups and employees.
- Educating HR Business Partners/Managers so they can assist with questions.