1. Why do I have to vote? Why do some people have to vote, and others don’t?

While many University employees are automatically eligible for PFL, per New York state guidelines, some employees in certain job categories need to elect to receive this benefit, which is funded through a small payroll deduction. According to the state, these employees cannot be included in a benefit that is funded through a payroll deduction unless a majority of this group actually wants the benefit.

The job titles included in this group can be found in the Paid Family Leave section of the Leave Administration website.

2. How can I find out more about PFL?

Additional information, including a PFL overview and FAQs, are available on the Leave Administration website.

3. How will PFL benefit me?

PFL provides paid leave with job protection for the purpose of bonding with a newborn or newly placed child, caring for a seriously ill family member, or assisting a family member who is called to active duty.

PFL will be phased in over four years, starting January 1, 2018.

<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 50%= $652.96</td>
</tr>
<tr>
<td>1/1/2019</td>
<td>10</td>
<td>55%</td>
<td>55% of 2019 AWW</td>
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</tr>
<tr>
<td>1/1/2020</td>
<td>10</td>
<td>60%</td>
<td>60% of 2020 AWW</td>
<td>TBD</td>
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<tr>
<td>1/1/2021</td>
<td>12</td>
<td>67%</td>
<td>67% of 2021 AWW</td>
<td>TBD</td>
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</tbody>
</table>

PFL also provides for types of leave that are not covered under the Family Medical Leave Act (FMLA). For example, PLF includes paid, protected leave to provide care for a grandparent, grandchildren or parents-in-law. This type of leave is not covered under the FMLA.

4. How much is the PFL payroll deduction?

The 2018 weekly contribution will be .126% of an employee’s weekly wage up to, but not to exceed, .126% of the state average weekly wage; this is a maximum contribution of $85.56 per year. This percentage will be determined each year by New York State along with the state 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 .00126).

5. How do I vote?

Faculty and staff who need to elect to receive the PFL benefit will receive an e-mail from hrms@rochester.edu on Wednesday, December 13 with the subject Your Immediate Action Required to Become Eligible for NYS Paid Family Leave Benefits. If your job is on the job title list of included positions (available in the Paid Family Leave section of the Leave Administration website) and you did not receive the e-mail, please check your Clutter or Junk email folders. If you still cannot find the e-mail, you may also vote on the HRMS homepage (note this option will only be available for faculty and staff who are required to vote).

6. What happens if I vote yes and the majority vote no?

Per New York State guidelines, for this group to receive PFL benefits a majority of faculty and staff in the group – about 4,501 individuals – need to vote “yes.” If a majority vote against receiving the benefit, or more than 50% of 9,000 do not cast a vote at all, then no one in this group will be eligible for PFL.

7. What happens if I vote no and the majority vote yes?

If a majority of faculty and staff in the group – about 4,501 individuals – vote that “yes” they would like to receive PFL benefits, then everyone in the group will receive PFL benefits, funded through the payroll deduction described above.

8. If the vote outcome is “yes” and we are eligible for PFL, when can I begin to use the benefit?

If the majority vote “yes” the benefit will be available 30 days after the results of the voting are announced. This 30-day period is in accordance with the notice period for payroll deductions required by New York State.

9. When will we know the results of the vote?

Once a majority – about 4,501 individuals – have voted yes or no, the vote will be closed and all employees in the job categories described above will be notified of the result by e-mail.

10. Why do faculty have to vote and not administrators?

The University supports offering this benefit to all of our faculty and staff. However, the law requires that employees of educational nonprofit institutions who are engaged in a teaching capacity have to elect to receive a benefit that is funded through a small payroll deduction. According to the State, these employees cannot be included in a benefit that is funded through a payroll deduction unless a majority of this group actually wants the benefit.
A separate section of the law specifically indicates that managers and administrators are automatically eligible for the benefit once employment requirements are met. For that reason, administrators cannot vote.

11. My job makes it hard for me to take time away (e.g. faculty). Will I really be able to use this benefit?

PFL is protected time off for qualified employees and cannot be denied. There are a number of benefits available through PFL that may be valuable to you in the future. PFL offers paid job protection and intermittent leave for a number of situations that relate to bonding with a newborn or newly placed child, caring for a seriously ill family member, or assisting a family member who is called to active duty. PFL also includes family members who are not covered under the Family Medical Leave Act (FMLA), specifically grandparents, grandchildren and parents-in-law.

Your vote impacts everyone in this population, including others who may have a different work schedule. For a small payroll deduction (maximum of $85.56 in 2018), you can help ensure you and your colleagues have access to this benefit.

12. I don’t ever plan to use PFL; why do I have to have the payroll deduction?

The cost of this benefit is shared by workers throughout the State via a small payroll deduction set by the State – a maximum of $85.56 per year, in 2018. All workers in New York State who are eligible (or become eligible) for the PFL benefit can be required to contribute to the cost via the payroll deduction.

It’s also important to consider that, although you may not have an immediate need for PFL, there is a lot of value to having its benefits available to you in order to handle a future, unimagined family situation.

13. If the vote outcome is “no,” how will that impact my statutory disability benefit?

State representatives have suggested that if the majority of this group votes not to receive PFL, then all faculty and staff in this group also become ineligible to receive statutory disability benefits. The University believes that this interpretation is incorrect, and we will work to protect this benefit for all of our employees.

Please note, a “no” vote will have no impact on your University disability benefits, which are the majority of disability benefits for most employees. New York State statutory disability benefits constitute approximately $34 per day as of December 2017; this is the amount that may be lost. Loss of statutory disability benefits may impact employees who are not eligible for University disability benefits more heavily, specifically Time-As-Reported (TAR) and temporary employees.

14. Why didn’t the vote start sooner so we could have coverage on January 1, 2018?

PFL is a new and unique benefit in New York State. The State and employers across New York have been working to interpret this new law and implement this brand new benefit. Once it became clear that we could not offer this benefit to all of our employees in the same way, we worked as quickly as possible to launch this vote.

15. Will my supervisor/manager and/or co-workers be able to find out how I voted?
No. Your supervisor/manager may receive notice of who hasn’t yet voted so she/he can encourage people to vote, however she/he will not be aware of who voted yes and who voted no.

16. Will I have to vote again?

This is intended to be a one-time vote. However, the University supports offering this benefit to all of our faculty and staff and if the majority vote no, there is a chance a vote will be held again in the future if there is an indication the majority preference may have changed.