**Paid Family Leave (PFL) and Updated Disability Policy are Now Available**

The new policy on Paid Family Leave (PFL) is now available on the Leave Administration website. In addition, the updated Sick Leave Plan and Short Term Disability (Policy 339) is also available. Our insurance carrier Aetna will be administering and managing claims for both policies.

Based on Aetna’s administration of New York state disability regulations, the following changes have been made to the short term disability policy:

- Determining remaining disability time available based on usage in the previous 52 weeks, instead of renewing disability time available on the service date anniversary.
- Beginning eligibility for disability after at least four weeks of work, rather than the hire date.
- Ending the disability status of an employee when that person returns to work in any capacity, rather than continuing disability as a supplement when returning on a shortened schedule.

The University of Rochester will continue to provide enhanced short term disability benefits offering full and half pay as noted in the policy in accordance with the above new policies. Policy changes will go into effect with new claims on or after January 1, 2018. More information can be found [here](#).