

New York Paid Family Leave

5 Facts to Help You Understand the Basics



Wondering about New York Paid Family Leave? This benefit program is available to unclassified SUNY employees as of Jan. 1, 2019. Here are five facts to help you understand how it works.



Who's Eligible

Many professional and academic State University of New York (SUNY) employees are eligible for Paid Family Leave. That could include you, if you meet the service requirements.

Unclassified SUNY employees (MC13 and UUP-represented) have a unique eligibility definition that does not fully align with the basic state definition. For Unclassified SUNY Employees, eligibility is defined as*:

A. A professional or academic employee whose regular professional obligation is primarily other than teaching classes and is:

- At least 20 hours per week, and who will complete 26 workweeks of such employment; or
- Less than 20 hours per week, and who will complete 175 cumulative workdays of such employment. For these purposes, work days include days that the employee reports to the work location.**

B. An academic employee whose regular professional obligation is primarily teaching, and:

- Teaches at least two courses per semester, and who will complete 26 workweeks of such employment; or
- Teaches less than two courses per semester, and who will complete 175 cumulative workdays of such employment. For these purposes, work days include days that the employee reports to the work location.

Periods of professional obligation beginning prior to and/or ending after the respective semesters will count for these purposes.

Find your HR/Benefits Office at <http://www.suny.edu/benefits/contacts/> for any questions or more information.

When You Can Take Paid Family Leave

You can use Paid Family Leave to:

- **Bond with a child** after birth or adoption or to welcome a child into foster care
- **Care for a family member** with a serious health condition
- Relieve family pressures when someone is called to **active military service**

Just remember, Paid Family Leave is about helping family. You can't use it as time off for your own health condition or your own military service.



*For full eligibility details please refer to the Statement of Rights at https://www.standard.com/eforms/sny20507_430237.pdf

**Note: Durations of full-paid leave (e.g., through use of accruals) count towards the service requirement (e.g., 26 workweeks, 175 cumulative workdays), as long as the biweekly PFL premiums are paid for the duration of the leave. Separations of less than 26 weeks will not constitute a break in service. Once an employee has had a separation of more than 26 weeks they will once again have to meet the minimum eligibility requirements for PFL.

Paid Family Leave Time and Benefits

If you're approved for benefits, the amount will be based on a percentage of your weekly salary and capped at a percentage of the average weekly wage in New York State, and the Statewide Average Weekly Wage for 2023 is \$1,688.19.

Generally, your average weekly wage is the average of your last eight weeks of pay prior to starting Paid Family Leave.

The maximum weekly benefit beginning January 1, 2022 will be \$1,068.36. The maximum weekly benefit beginning January 1, 2023 will be \$1,131.08

| Effective Date | Weeks of Leave Available | Max % of Employee Salary | Cap % of State Average Weekly Wage |
|----------------|--------------------------|--------------------------|------------------------------------|
| 1/1/2021 | 12 weeks | 67% | 67% |
| 1/1/2022 | 12 weeks | 67% | 67% |
| 1/1/2023 | 12 weeks | 67% | 67% |

3

Who Pays for the Program

The Paid Family Leave program is generally employee funded by payroll deductions.

If you're eligible, your participation is mandatory. If you do not meet the service requirement, you may be able to opt out of the program. But you may not even notice the small amount your employer is required to deduct from your paychecks.

The cost beginning January 1, 2023 will be 0.455% of your Average Weekly Wage up to the New York Average Weekly Wage. This is a decrease from .511% from 2021 and 2022. For 2022 the maximum annual contribution per employee is \$423.71, and beginning January 1, 2023 the maximum annual contribution will be \$399.43. Once the annual cap is met, employees do not owe additional contributions for that year.

Why It's Part of Your Financial Safety Net

If you take approved Paid Family Leave, your job will be protected. Plus, certain other benefits (such as your medical insurance) will remain the same as long as you continue to pay premiums. So you can bounce back to work after taking covered time off.

4

5

Questions?

Contact your HR/Benefits Office at <http://www.suny.edu/benefits/contacts/> for more details.

Or visit SUNY's Paid Family Leave website: <https://www.suny.edu/benefits/attendance/pfl>

<http://www.suny.edu/paidfamilyleaveadministration>

This policy has exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or terminated.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products in New York are offered by, and the sole responsibility of, The Standard Life Insurance Company of New York of White Plains, New York. The Standard Life Insurance Company of New York is licensed to solicit insurance business in only the state of New York.