

# 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.



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### 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. Contact your HR/Benefits Office at <https://www.suny.edu/benefits/contacts/> for more information.



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### 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.

Effective Date	Weeks of Leave Available	Max % of Employee Salary	Cap % of State Average Weekly Wage
1/1/2019	10 weeks	55%	55%
1/1/2020	10 weeks	60%	60%
1/1/2021	12 weeks	67%	67%

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### 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.

For 2019, you may be eligible to receive 55 percent of your salary for up to 10 weeks.

Paid Family Leave time and benefits available will increase each year through 2021.



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### 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.

On the plus side, the program offers weekly benefits if you need to take time off to care for family. That can give you peace of mind and time to spend with the ones you love.



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### Why It's Part of Your Financial Safety Net

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



## Questions?

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

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

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