



The State University
of New York

Office of Human Resources

State University Plaza
Albany, New York 12246

www.suny.edu

TO: Unclassified M/C and UUP-represented employees
FROM: Office of University Benefits
DATE: January 4, 2019
SUBJECT: Paid Family Leave (PFL)

Effective January 1, 2019, Paid Family Leave (PFL) is available to unclassified M/C and UUP-represented employees. PFL allows unclassified employees who meet the eligibility criteria to take up to 10 weeks of paid leave without charge to leave accruals, for PFL-qualifying reasons.

Employees pay for PFL benefits through a small biweekly payroll deduction, which is a percentage of their wages up to a cap set annually. The 2019 payroll contribution is .153% of an employee's weekly wage and is capped at an annual maximum of \$107.97.

Unclassified M/C and UUP-represented employees may be able to opt out of PFL if it is anticipated that they will not meet the eligibility criteria, which generally require either 26 workweeks or 175 days of service, depending on the appointment.

More information about PFL eligibility criteria and the ability to opt out is available at <https://www.suny.edu/benefits/attendance/pfl/>. The "Cost" section of the web page features a waiver to opt out of PFL, as well as special instructions that apply to unclassified employees filing a PFL waiver.

If you have questions, please contact your campus HR/Benefits office.

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