

Paid Family Leave (PFL) Employee Fact Sheet

PSB 440-16 - Paid Family Leave for Represented Employees

Program Summary

- Paid Family Leave (PFL) is now available to eligible employees in the City of New York.
- An employee who experiences a qualifying event (see below) may be eligible for partially-paid leave time and the ability to return to the same or a comparable position.
- Leave may be taken consecutively or intermittently. Any leave must be taken in full day increments.

Eligibility

- An employee must be in a represented title within a participating union.
- Full-time employees (20+ hours a week) are eligible after 26 consecutive weeks of employment, beginning with the employee's City start date.
- Part-time employees (<20 hours per week) are eligible after working 175 days, beginning with the employee's City start date. The 175 work days do not have to be consecutive.

Opting Out

- Employees may be granted a waiver to opt out of the PFL benefit and to not have deductions taken from their paycheck **only if** they do not meet the minimum amount of time required for eligibility.
- To opt out, you may complete a PFL waiver which is linked to the PSB (see Informational Links below) or on the State of New York's website (<https://paidfamilyleave.ny.gov/pfl-waiver-form>) and submit it to your Human Resources (HR) representative.

Qualifying Events

- To bond with a newborn, adopted, or foster care child during the first 12 months after birth* or placement.
- To care for a seriously ill family member**
- To address important needs related to a family member's deployment in a foreign country on active military service.

NOTE: PFL benefits may not be used for the employee's own health condition.

*Begins only after birth and is not available for prenatal conditions.

**Family member: child, parent, parent-in-law grandparent, grandchild, spouse, domestic partner (does not require legal registration), or other adult responsible for child in place of parent.

Payment Rate & Schedule *(These figures are re-configured annually by New York State)*

Benefit

2019: Payment of 55% of your salary, for a max benefit of \$1,493 biweekly, for 10 weeks.

2020: Payment of 60% of your salary, up to a max benefit, for 10 weeks.

2021: Payment of 67% of your salary, up to a max benefit, for 12 weeks.

Cost

Deduction rate is 0.153% of an employee's weekly wage, for a maximum contribution of \$4.15 biweekly.

