



New York State Paid Family Leave (PFL)

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.03 Benefit Amount and Implementation Schedule

In 2023, WKH 3)/ EHQHILW LV RI WK Weekly Wage, not to exceed 67% of the New York State Average Weekly Wage, for a maximum of 12 weeks. The New York State Average Weekly Wage in 2023 is \$1,688.19. As such, 67% will be a maximum of \$1,131.08 per week.

.04 Effective Date

Provided that they have met the eligibility requirements, employees will be able to apply for PFL under this policy. Newly hired employees will not be able to use any paid family leave until they meet the eligibility requirements.

.05 Employee Contribution

All employees pay for the coverage through payroll deduction at a 2022 rate of 0.511% of their weekly wage, not to exceed the annualized statewide average weekly wage, which is currently \$82,917.64. This means 0.511% of that amount, which is \$423.71.

Beginning 01/01/2023, the NY PFL rate will be reduced to 0.455% of gross wages per pay period not to exceed the annualized statewide average weekly wage of \$87,785.88. This means that an employee's 2023 annual deduction will not exceed 0.455% of that amount which is \$399.43.

For a newly hired employee, the deduction will begin immediately with his or her first paycheck.

You can only opt out of Paid Family Leave if you do not expect to work for the minimum amount of time required for eligibility. If you meet this criteria and wish to opt out, you can do so by completing a [PFL waiver](#). A waiver of family leave benefits may be filed when:

- Your schedule is 20 hours or more per week, but you will not work 26 consecutive we

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c. Active Duty Deployment

- ✓ PFL is available to eligible employees for situations listed under the 3 Emergency provisions of the federal Family Medical Leave Act. In addition to Form PFL-1, the employee completes Form PFL-5 3 Military Qualifying Event and attaches the following documentation:
 - ✓ US Department of Labor Military Family Leave Certification (Federal Military Leave Form)
 - ✓ Copy of Military Duty Papers
 - ✓ Other documentation supporting the reason for the leave (copy of meeting notice, ceremony details, rest and recuperation orders, etc.)

Once the employee completes Forms PFL-1 and PFL-5, the employee sends both forms with required documentation to 1 H Z < R U New York State Solutions for review.

.07 Filing a Claim with the PFL Carrier

Once all forms and documentation have been completed, the employee sends the information directly to 1 H Z < R U New York State Solutions who reviews the claim. 1 H Z < R U New York State Solutions will reply within 18 days. If 1 H Z < R U New York State Solutions approves the claim, it is processed and benefit payments begin. If the claim is denied, 1 H Z < R U N / L I H Leave Solutions provide the reason.

Employees can find more information about filing a claim by calling the New York State PFL toll-free helpline at (844) 337-6303.

.08 Interaction with Family Medical Leave Act (FMLA), Vacation Time and other State and Federal Laws

NYS Disability ±Since PFL is part of the disability law, eligible employees may not take more than a combined total of 26 weeks in any 52 week period. An employee's own illness is not covered under PFL.

Federal Family & Medical Leave Act ±For employers with 50



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.14 Employee Frequently Asked Questions (FAQ)

When do I need to file a claim?

If you have a foreseeable situation, you must give 30-days advance notice so the University can plan for your absence. If the event was not foreseeable, you must notify Pace as quickly as possible. If you fail to do so without unusual circumstances justifying the failure, your PFL can be delayed or partially denied.

How will I be paid?

You will be paid by check directly by

