

Paid Family Leave (PFL)

PFL is paid time off to:

1. Bond with a newly born, adopted, or fostered child
 2. Care for a family member with a serious health condition
 3. Assist loved ones when a family member is deployed abroad on active military duty
- For 2022 the benefit is 12 weeks at 67% of your average weekly wage for the 8 weeks prior to the leave not to exceed. \$1151.16.
 - PFL is paid through a payroll deduction determined by the NYS Dept. Financial Services, for 2024 it is 0.373% of your weekly wage capped at \$333.25 a year.
 - The deduction is automatic unless you will NOT meet the eligibility criteria in which case you can opt- out. The opt-out will expire upon meeting the eligibility criteria and retro deductions could happen.

Full time employees are eligible after completion of 26 workweeks

Part time employees

- Non-teaching less than 20hrs per week, eligible after 175 completed workdays. For eligibility purposes workdays include days that the employee reports to work
 - Those teaching 2 course or more, eligible after 26 consecutive workweeks (6 months)
 - Those teaching less than 2 courses, eligible after 175 completed workdays. For eligibility purposes, workdays include days the employee is scheduled to teach/student contact, plus one day per week.
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- PFL and FMLA run concurrently
 - Employees should provide at least 30 days advance notice if the reason is foreseeable.
 - PFL does not charge your accruals, nor do you earn them while on PFL
 - PFL can only be taken in full day increments
 - You do not earn retirement credit nor pay into retirement while on PFL
 - Health benefits continue during PFL-covered absences. The employee will remain responsible for the employee share of the premium. **Intermittent leave your deductions could still come from your paycheck.
 - Employees are not permitted use PFL benefits during any period they are on leave for any other reason. i.e Workers Compensation, leave without pay, sabbatical, etc.