NEW YORK STATE PAID FAMILY LEAVE FAQs

What is the new NY State Paid Family Leave law?
Starting January 1, 2018, Paid Family Leave will provide paid time off for most employees working for private sector employees in NY so an employee can:

- bond with a newly born, adopted, or fostered child,
- care for a family member with a serious health condition, or
- assist loved ones when a family member is deployed abroad on active military duty.

What protections does the law provide?
Employees have a right to return to their same or comparable job upon return from Paid Family Leave.

Employees are guaranteed continued health insurance while on leave. Employers may require employees continue to pay their health insurance premium contributions.


How does eligibility work?
Employees with a regular work schedule of 20 or more hours per week are eligible after 26 weeks of employment. Employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked.

What are the benefits?
Benefits phase in over four years. In 2018, employees are eligible for up to eight weeks of paid leave at 50% of their average weekly wage (AWW), up to 50% of the New York State Average Weekly Wage (SAWW). The cap in 2018 is $652.96 per week.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>WEEKS OF LEAVE</th>
<th>BENEFIT</th>
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</thead>
<tbody>
<tr>
<td>2018</td>
<td>8 weeks</td>
<td>50% of employee's AWW, up to 50% of SAWW</td>
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<tr>
<td>2019</td>
<td>10 weeks</td>
<td>55% of employee's AWW, up to 55% of SAWW</td>
</tr>
<tr>
<td>2020</td>
<td>10 weeks</td>
<td>60% of employee's AWW, up to 60% of SAWW</td>
</tr>
<tr>
<td>2021</td>
<td>12 weeks</td>
<td>67% of employee's AWW, up to 67% of SAWW</td>
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These benefits are paid for through a small weekly payroll deduction, but employees covered under the NYSNA benefit fund for their healthcare will not pay anything.

How does one apply?
1. Employee notifies employer 30 days prior to leave, when practical.
2. Employee fills out a claim form according to employer instructions. Claim forms are available from employer, insurance carrier, or ny.gov/paidfamilyleave.
3. Employee obtains supporting documentation for leave (birth certificate, military deployment certification, etc.).
4. Employee submits claim form and supporting documentation to insurance carrier or as directed by employer. Insurance carrier must pay or deny a claim within 18 days of receipt of the completed claim.

FOR MORE INFORMATION, Contact your NYSNA Union Representative! Or read more about the law here: