Dear Colleagues:

Beginning January 1, 2018, the New York State Paid Family Leave Program (NYS PFL) will provide job-protected, partial-paid leave for eligible RIT regular, adjunct and student employees to:

- bond with a new child
- care for an eligible family member with a serious health condition, or
- help relieve family pressures when an eligible family member is called to active military service.

We have created a fact sheet to help employees understand the key points of this new law, including:

- Who is eligible for NYS PFL?
- What are the qualifying reasons for NYS PFL?
- What is the NYS PFL benefit?

New York State allows employers to deduct the cost of this benefit directly from employee paychecks. However, RIT has made the decision not to take deductions from employees’ pay in 2018. RIT reserves the right to change this position in future years.

Additional details are on the NYS PFL page of the HR-Benefits website. We will continue to add information, including frequently asked questions to help you understand more about this benefit.

If you have questions about your specific situation, please contact Patricia Britt in Benefits at pjbpsn@rit.edu or by phone at (585) 475-2429/V.

Thank you,

Renee

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