What is New York State Paid Family Leave?
Effective January 1, 2018 New York State’s Paid Family Leave (NYS PFL) provides job-protected time away from work with partial pay for eligible employees for qualifying reasons.

Who is Eligible for NYS PFL?
All RIT employees, including adjuncts and student employees, who work in New York State are eligible, provided they meet certain criteria as defined by New York State:
- Employees scheduled to work 20 or more hours per week – eligible after 26 consecutive weeks of RIT service.
- Employees scheduled to work less than 20 hours per week – eligible after 175 days of RIT work.
Service prior to January 1, 2018 counts toward these service requirements.

What are the Qualifying Reasons for NYS PFL?
There are several reasons for NYS PFL
1. Bonding time for a parent within 12 months of the birth, adoption, or fostering a child.
2. Caring for a close relative with a serious health condition. A close relative is defined as
   - Spouse/Domestic Partner
   - Child
   - Parent/Parent-in-law
   - Grandparent
   - Grandchild
3. Time to concentrate on the needs related to a family member’s call to active military service. A family member is defined as
   - Spouse/Domestic Partner
   - Child
   - Parent

What is the Benefit?
In 2018, the NYS PFL benefit is 50% of pay, with a maximum weekly benefit of $652.96, which is 50% of the New York State Average Weekly Wage (NYAWW). The maximum duration of NYS PFL is 8 weeks; the time must be taken in full-day increments and can be taken in a block of time or intermittently. Prudential is the insurance company for NYS PFL and they administer claims and pay the NYS PFL benefits directly to the employee; Prudential will report the NYS PFL income on a Form 1099.

Can I Supplement the NYS PFL Benefit?
Yes, NYS PFL may be supplemented if the employee is eligible and has available time. NYS PFL may be supplemented with sick/personal time (nonexempt employees), limited salary continuation (exempt employees), vacation, grandfather sick bank (regular employees with a remaining bank from June 2005), and RIT New Parent Leave, if applicable. RIT will pay the supplement with the next available payroll run after Prudential has approved NYS PFL and the income will be reported on the Form W-2.

Who Pays for the 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. This position will be evaluated annually and RIT reserves the right to introduce this payroll deduction in the future.

Where Can I Learn More About NYS PFL?
For additional details and information on how to apply for the benefit, refer to the HR website (www.rit.edu/benefits) in the Protecting Your Income Section. Expectant mothers can refer to a helpful Fact Sheet, found on the HR website.