

University of Rochester

Paid Family Leave (NYS)

Plan-At-A-Glance

Definition	<p>Paid Family Leave is available to employees to:</p> <ul style="list-style-type: none"> ➤ Bond with a child during the first 12 months following the birth, adopted, or foster placement of the child. ➤ Care for a family member with a serious health condition (spouse/domestic partner, child, parent (in-laws and step), grandparent, and grandchild, siblings (biological, step and half) and <i>in loco parentis</i> relationships. ➤ Assist a family member called to active military service (spouse/domestic partner, child, parent)
Eligibility	<p>Employees* with a regular schedule of 20 or more hours per week who have worked at least 26 consecutive weeks.</p> <p>Employees* with a regular schedule of less than 20 hours per week and have worked 175 days.</p> <p>*Employees include Staff, Faculty, Residents, Post-Doctoral Assoc., Resident Advisors (paid through payroll), Undergraduate and Graduate Students (not paid a stipend/fellowship) and union members under bargaining agreements.</p>
Contributions for 2024	<p>Employees will pay a deduction from wages of .373% of their weekly wages. Example: a 40 hour per week employee making \$15/hour will pay 2.24 per week for PFL coverage.</p> <p>Deductions will be capped in 2024 at \$333.25 per year (which is .373% of the New York State Average Weekly wage [\$1,718.15])</p> <p>Participation is not optional**</p> <p>**Employees whose schedule will not allow them to become eligible can waive the deduction. (Those who will not work 26 weeks or 175 days)</p> <p><i>NOTE: If an employee waives coverage and becomes eligible for PFL at a later date, they will have to pay the deductions back to their hire date (or 1/1/2018 [2/1/18 for those who participated in the vote])</i></p>
Benefits for 2024	<p>Employees can receive 12 weeks in 2024</p> <p>Employees will receive 67% of their average weekly wages (based on 8 weeks of earnings prior to the leave) capped at \$1,151.16 per week (based on NYS average weekly wage).</p> <p>Payment will come directly from Hartford to the employee and will not be paid through the University payroll. This benefit is taxable.</p> <p>The maximum amount of disability and PFL that can be taken in a 52 week period is 26 weeks</p>
How to Apply	<p>Employees must provide a 30 day notice prior to the leave when practical.</p> <p>Employees must call in their PFL claim to Hartford at 1-866-548-3101.</p>
More Information	<p>More information, including the full policy and Q&As can be on our website: www.rochester.edu/working/hr/leave.</p>