

GENESEO

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 2020 the benefit is 10 weeks at 60% of your average weekly wage for the 8 weeks prior to the leave or \$840.70 whichever is higher.

PFL is paid through a payroll deduction determined by the NYS Dept. Financial Services, for 2020 it is 0.27% of your weekly wage capped at \$196.72 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 work days. For eligibility purposes work days 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 work days. For eligibility purposes, work days include days the employee is scheduled to teach/student contact, plus one day per week.

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.