**Paid Medical Leave Announcement**

Dear Faculty and Staff,

On March 1, 2021, CUNY Senior College Classified employees in certain titles became eligible for the Paid Family Leave (PFL) and on March 8, 2021, CUNY Senior College PSC members became eligible for the Paid Family Leave where all employees can take up to 12 weeks for one of the following events:

* **Bond** with a newborn, adopted or foster child
* **Care** for a family member with a serious health condition, or
* **Assist** loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service.

Employees pay for these benefits through a small weekly payroll deduction, which is a percentage of their weekly wages.

* The 2021 payroll contribution is **0.511%** of an employee’s weekly wage and is capped at an annual maximum of **$385.34**.  *Note: Employees earning less than the New York State Average Weekly Wage ($1,450.17 per week), will have an annual contribution amount less than the cap of $385.34, consistent with their actual weekly wages*. *This deduction may fluctuate week to week, depending on your hours worked.*

To find out your deduction, you can go to the link 2021 **Paid Family Leave Payroll Deduction Calculator** [2021 Paid Family Leave Payroll Deduction Calculator | Paid Family Leave (ny.gov)](https://paidfamilyleave.ny.gov/paid-family-leave-calculator2021).

You can review the Paid Family Leave **Notice to Classified Employees** at [SC-PFL-Notice-to-Employees.pdf (cuny.edu)](https://www.cuny.edu/wp-content/uploads/sites/4/media-assets/SC-PFL-Notice-to-Employees.pdf) and Insurance coverage **Notice to PSC Represented Employees** [PFL-PSC-Notice-to-EEs-1.pdf (cuny.edu)](https://www.cuny.edu/wp-content/uploads/sites/4/media-assets/PFL-PSC-Notice-to-EEs-1.pdf)

The first payroll deduction will be on your **March 25, 2021** paycheck. This payroll deduction is mandatory for eligible employees and can only be waived in limited circumstances:

* If you work 20+ hours per week, but will not work for 26 consecutive weeks.
* If you work less than 20 hours per week, but will not work 175 days in a year.

If one of these situations applies, you must complete an Employee Opt-Out form to which can be found at: <https://paidfamilyleave.ny.gov/pfl-waiver-form>.

Please submit the waiver form to Human Resources through the portal <https://hrdocs.york.cuny.edu>.

You can obtain more information about the Paid Family Leave at [Benefits & Wellness – The City University of New York (cuny.edu)](https://www.cuny.edu/about/administration/offices/hr/benefits/#1578589814416-ce35fef1-c885).

Please feel free to direct any questions to humanresources@york.cuny.edu with the subject line ‘Paid Family Leave’.