

Dear PSC-CUNY Members:

Pursuant to bargaining between the City University of New York (CUNY) and the Professional Staff Congress (PSC), Paid Family Leave (PFL) benefits will be available for PSC-represented employees at Senior Colleges (including the Brooklyn EOC and Queens EOC) beginning **March 8, 2021**. Under PFL you may be eligible to take up to twelve weeks of PFL for one of the following events:

- Bond with a newly born, adopted or fostered 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.

### **Payroll Deduction**

Employees pay for these benefits through a small weekly payroll deduction, which is a percentage of your weekly wages up to a cap set annually.

- 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.*

You will begin seeing this payroll deduction 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 submit an Employee Opt-Out form which can be found here: <https://paidfamilyleave.ny.gov/pfl-waiver-form>

### **Additional Details and Forms**

Below are the New York State Statement of Rights for Paid Family Leave and a Notice of Compliance from our Insurance Carrier – The Standard. Both documents provide further details on the program and important information on how to file for your benefits!

### **Important Links**

[CUNY's Paid Family Leave Site](#)

[Senior Colleges' Paid Family Leave - Notice to Employees](#) – PSC Members

[Senior Colleges' Paid Family Leave - 2021 Statement of Rights – PSC Members](#)

[Paid Family Leave Waiver Notice](#)

[Claim Form – Bonding with Children](#)  
[Claim Form – Care for Family Member](#)  
[Claim Form – Military](#)

**Message from the University Benefits Office - CUNY**