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