



HUMAN RESOURCES DEPARTMENT

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DATE: December 28, 2020

HR Memo# 32-20

TO: Employees in Titles Represented by Unions That Have Opted into the Paid Family Leave Benefit

FROM: Nicole Van Gendt, Vice President Human Resources *NVG*

SUBJECT: Paid Family Leave Changes to Eligibility Period, Benefit Amount and Deduction Rate Increase

Effective January 1, 2021, the following New York State Paid Family Leave (PFL) changes will take effect.

- Employees will now be eligible to 12 weeks of PFL
- The benefit will be increased to 67% of the employee's average weekly wage
- Employee's payroll deductions will be increased to 0.511% of employee's wage each pay period with a maximum annual contribution of \$385.34.

PFL is an employee funded insurance policy that provides job protected, paid time off to bond with a newly born, adopted or fostered child, to care for a family member with a serious health condition including preparation and recovery from surgery related to organ or tissue donation or to assist loved ones when a family member is deployed abroad on active military service.

For the PFL Policy and Procedure, refer to the Human Resources Manual

For the Listing of Titles Eligible For Paid Family Leave Benefit, refer NYCHA Connect/NYCHA Now/HR Corner for the covered unions, eligible titles and their effective dates.

SUPERVISORS: Please Print and Post in a conspicuous area.

Please ensure those without computer access receive a copy.