

# New York State Paid Family Leave (PFL)

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# Policy Statement

New York State Paid Family Leave ("PFL") will provide eligible workers with wage replacement during time away from a job to:

Bond with the employee's new child during the first 12 months after the child's birth, or the first 12 months after the child's placement for adoption



required for eligibility. If you meet this criterion and wish to opt out, you can do so by completing a [PFL](#)

## NYS Disability – Since PFL

Employee must continue to pay required premiums.	continue to pay required premiums.
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Employees who are on both PFL and FMLA are required to use accrued vacation time in full-day increments. The time off will run concurrent to the leaves. Unaccrued vacation time may also be used. If the PFL is not FMLA eligible, the employee may opt to use vacation time but will not be required to do so.

## Health Insurance Continuation

Employees on PFL who participate in the Pace's health insurance plan are entitled to continue health benefits on the same basis as if actively working. Employees, however, must continue to pay their portion of the premium cost while on PFL in order to maintain uninterrupted health insurance coverage. Premium payments must be sent to Pace University, University Benefits, Goldstein Academic Center, 1<sup>st</sup> Floor, 861 Bedford Road, Pleasantville, NY 10570.

All other benefits cease during periods of continuous NY Paid Family Leave.

## Employee Job Protection

PFL is job protected. Employees on PFL are entitled to restoration to "the position of employment held by the employee when the leave commenced or to be restored to a comparable position with comparable employment benefits."

## Collective Bargaining

This policy will not apply to employees covered by a valid collective bargaining agreement if the agreement expressly waives them and provides a comparable benefit for the employees.

## Non-Retaliation

The University will not in any way retaliate against an employee for exercising or attempting to exercise his/her rights under the PFL. These rights include (but are not limited to):

- Inquiring, applying or using the benefits under the PFL.
- Informing an employer, union or legal counsel about alleged violations of the PFL.
- Filing a complaint about alleged violations of the PFL.
- Participating in an investigation of alleged violations of the PFL.
- Informing other employees of their rights under the PFL.

# Contact and Legal Disclaimer

Pace University

Human Resources

Goldstein Academic Center, 1<sup>st</sup> Floor

861 Bedford Road, Pleasantville, NY 10570

914-923-2730

## Legal Disclaimer

This policy is compiled using information published on NYS Paid Family Leave website and is designed to be a Pace University policy that reflects the regulations of the NYS PFL law. This policy may be amended periodically as determined by the University.

## Employee Frequently Asked Questions (FAQ)

When do I need to file a claim?

If you have a foreseeable situation, you must give 30-days advance notice so the University can plan for your absence. If the event was **not** foreseeable, you must notify Pace as quickly as possible. If you fail to do so without unusual circumstances justifying the failure, your PFL can be deopolicy



