



NYS's New Paid Family Leave Law: Implications for UUP Members

New York just became the fifth state to enact a paid family leave law. It's important to understand that the new law provides mandatory coverage for private sector employees only. Public sector employees will only be covered if their public employer elects to opt-in to coverage. For unionized public employees, this opt-in must be bargained.

In other words, benefits provided by the state's Paid Family Leave Law do *not* automatically extend to UUP members or other NYS employees.

But the law may have positive implications for our collective bargaining efforts:

- Establishing political support for the concept that all employees should have paid family leave benefits will strengthen our hand in negotiations.
- Allowing public employees to "opt-in" through collective bargaining will permit negotiation over how to best coordinate the new statutory benefits with existing—and possibly expanded—contractual family leave benefits.

It is still crucial to press SUNY to support UUP's efforts to bargain comprehensive paid family leave benefits in the NYS-UUP Collective Bargaining Agreement.

Fast Facts: New York State's New Paid Family Leave Law

Who's covered by the law?

Employees with 26 consecutive weeks of prior employment with the employer.

What does the law cover?

Leave for birth, adoption, foster care, or care of a family member with a serious health condition.

Length of Leave Period

Jan. 1, 2018 – 8 weeks in any 52-week period
Jan. 1, 2019 – 10 weeks in any 52-week period
Jan. 1, 2021 – 12 weeks in any 52-week period

Leave Benefit Level

Jan. 1, 2018 – 50% of salary, up to 50% of state average weekly wage*
Jan. 1, 2019 – 55% of salary, up to 55% of state average weekly wage
Jan. 1, 2020 – 60% of salary, up to 60% of state average weekly wage
Jan. 1, 2021 – 67% of salary, up to 67% of state average weekly wage

(Note: Minimum benefit of \$100 per week. Employees with salaries less than \$100 per week receive full salary.)

* Current state average weekly wage is \$1,296.48.

