

Paid Family Leave

New York law offers new benefit to staff beginning Jan. 1, 2018.

Which Absences are Covered?



Care for a family member with a serious health condition



Bond with a new child



Prepare for a family member's call to active military service

For more information and to download request forms, visit hr.syr.edu/familyleave or call the HR Service Center at 315.443.4042

Syracuse University
Office of Human Resources

Syracuse University recognizes the New York Paid Family Leave benefit that provides support when employees need time away from work for certain family matters. Employees in CA, NJ, and RI are eligible for paid family leave benefits according to their state's regulations.

What Benefits are Provided?



Take up to 8 weeks of paid leave in 2018



Receive up to 50% of your average weekly pay



Continue your health benefits

Who is Eligible to take Paid Family Leave?



Staff, student employees, and graduate assistants working in New York State after:

working 26 consecutive weeks if you work 20 or more hours per week, or



working 175 days if you work less than 20 hours per week

How are Paid Family Leave Benefits Funded?

Paid Family Leave will be partially funded by employee contributions. The University will fund the majority of the cost.



In 2018, staff employees will have up to \$1.65 deducted from their weekly pay (max of \$85.80 per year). Deductions will not be required from student employees or graduate assistants.

Which Family Members Qualify?

For a Serious Health Condition:



- Spouse
- Domestic Partner
- Child
- Parent or Parent-in-law
- Grandparent or Grandchild

To Bond with a Child



- Newborn child
- New adopted child
- New foster child

Leave must be completed within 12 months of the date of birth, adoption or placement.

Due to Active Military Service



- Spouse
- Domestic Partner
- Parent
- Child