NOTICE OF RATIFICATION
New York State Paid Family Leave (PFL)
Local 2507 – The Uniformed EMTs Paramedics and Inspectors - FDNY

Members of Local 2507 will have an opportunity to vote on the ratification of a paid leave benefit that has been negotiated on behalf of Local 2507 members covered by the 2017-2021 economic agreement. The benefit will be similar to the State Plan and for Local 2507 members is projected to start as soon as practicable following ratification of Paid Family Leave (PFL) by the membership.

New York's Paid Family Leave provides job-protected, paid time off so you can bond with a newly born, adopted or fostered child; care for a close relative with a serious health condition; or assist loved ones when a family member is deployed abroad on active military service.

While on Paid Family Leave you can receive a percentage of your average weekly salary and continue your health insurance. You are guaranteed the same or a comparable job after your leave ends. This is an insurance based plan, where all employees are in the plan in case they may at some time in the future need to use the benefit. It will be a payroll deduction similar to a disability insurance.

Information Sessions

Information sessions will be held at _____ (choose some locations and dates so we can do a ratification outreach) I have attached a complete list of stewards for those who have questions. I will also answer any questions at:
_____ (President's email)
_____(President's cell)

I am in support of this deal. It provides a better quality of life for the membership , gives us some relief on days off to care for ill family members and allows new parents to stretch their maternity leave (and benefits and pension) over an additional weeks.

Ratification vote details to come

Details of the ratification vote are being arranged and will be communicated shortly.

Detailed Description of the Plan

Below is a detailed description of the plan:

Question: How do I know if I am eligible?
Answer: These are the Local 2507 Titles Covered:

	Title Code
Emergency Medical Specialist – EMT	53053
Emergency Medical Specialist – Paramedic	53054
Emergency Medical Service Cadet	53056
Emergency Medical Specialist – Trainee	53052
Fire Protection Inspector	31661
Associate Fire Protection Inspector	31662
Administrative Fire Protection Inspector	10024

Full-time employees: Employees who have worked 26 consecutive weeks or more are eligible.

What family members are covered?

- Bonding Leave: A parent may take Paid Family Leave during the first 12 months following the birth, adoption, or foster placement of a child.
- Caring for a Close Relative with a Serious Health Condition:
  - Spouse
  - Domestic partner (including same and different gender couples; legal registration not required) o Child/stepchild and anyone for whom you have legal custody o Parent/stepparent o Parent-in-law o Grandparent o Grandchild
  - If you are serving in the role of a parent for a child ('in loco parentis'), even if you are not legally or biologically related to the child, or if someone stood 'in loco parentis' to you when you were a child.

- Military Active Duty Deployment:
  - Spouse o Domestic partner
  - Child
  - Parent

What is the benefit?

Year	Weeks of Leave	Benefit

2019	10 weeks	55% of employee's average weekly wage, capped at 55% of the statewide average weekly wage, which is up to $746 /week *
2020	10 weeks	60% of employee's average weekly wage, capped at 60% of the statewide average weekly wage, which is up to $746 /week *

**The statewide average weekly wage is determined by New York State, and is currently $1,357.11 per week.*

How much is the payroll deduction for Paid Family Leave and how much is the benefit?

The 2019 payroll contribution is 0.153% of your weekly salary and is capped at an annual maximum of $107.97, adjusted each year. Each year, the Department of Financial Services sets the employee contribution rate to match the cost of coverage. For titles represented by Local 2507, payroll deductions will begin as soon as practicable following the ratification of the benefit by the membership.

Annual Salary	*2019 deduction %*	*Bi-weekly wage*	*Bi-weekly deduction*	*Maximum Annual deduction*	*Weekly Benefit @ 55%*	*Bi-weekly Benefit*
$16,000	0.1530%	$610.69	$0.94	$24.48	$169	$338.46
$20,000	0.1530%	$763.36	$1.18	$30.60	$212	$423.08
$25,000	0.1530%	$954.20	$1.47	$38.25	$264	$528.85
$30,000	0.1530%	$1,145.04	$1.77	$45.90	$317	$634.62
$35,000	0.1530%	$1,335.88	$2.06	$53.55	$370	$740.38
$37,000	0.1530%	$1,412.21	$2.18	$56.61	$391	$782.69
$40,000	0.1530%	$1,526.72	$2.35	$61.20	$423	$846.15
$45,000	0.1530%	$1,717.56	$2.65	$68.85	$476	$951.92
$50,000	0.1530%	$1,908.40	$2.94	$76.50	$529	$1,057.69
$55,000	0.1530%	$2,099.24	$3.24	$84.15	$582	$1,163.46
$60,000	0.1530%	$2,290.08	$3.53	$91.80	$635	$1,269.23
$65,000	0.1530%	$2,480.92	$3.83	$99.45	$688	$1,375.00
$70,570	0.1530%	$2,693.50	$4.15	$107.97	$746	$1,492.82

** These figures are for example purposes only. There are no additional deductions on salaries over $70,570.*

Do I have to make the deduction?

Yes, this is an insurance based plan, where all employees are in the plan in case they may at some time in the future need to use the benefit. Only employees who know they will work for

less than 175 days, for example a summer seasonal employee, will not have a deduction as long as they fill out a waiver form

Do I have to take Paid Family Leave all at once?

Leave can be taken either all at once or in full-day increments. You may take the maximum time-off benefit in any given 52-week period. The 52-week clock starts on the first day you take Paid Family Leave.

Can I combine annual leave and Paid Family Leave?

No, you cannot use accrued annual leave to make a full check. You can use annual leave first, and then use Paid Family Leave, or you can save your annual leave and use it later. If you want to be guaranteed the right to use annual leave for paid family leave covered events, it will start the ten week clock.

Can I use Paid Family Leave for my own personal illness?

No. This benefit only provides leave for bonding after the birth or adoption of a child, care for a seriously ill family member, or for preparation for a family member's military deployment.

How do I start using the Paid Family Leave benefit?

You must notify your employer at least 30 days before your leave will start and obtain the required forms. If circumstances are not foreseeable, notify your employer as soon as possible.

What if I had a baby in 2018?

You can still use the Paid Family Leave benefit in 2019, as long as it is within one year of the birth of the child.