



JOINT INDUSTRY BOARD OF THE ELECTRICAL INDUSTRY

158-11 HARRY VAN ARSDALE JR. AVENUE • FLUSHING, N.Y. 11365

TEL: (718) 591-2000 • FAX: (718) 380-7741 • www.jibe.org

HARRY VAN ARSDALE JR.
Founder

July 7, 2017

Dear Employer:

DR. GERALD FINKEL
Chairman
GINA M. ADDEO
Secretary
JOHN E. MARCHELL
Treasurer
VITO V. MUNDO
Counsel

RE: Paid Family Leave Law (PFL)

Employer Representatives

GINA ADDEO
ROBERT AMABILE
KEN BROUWER
MENACHEM GAL
STEPHEN GIANOTTI
CAROL KLEINBERG
STEVEN LAZZARO
CIRO LUPO
JOHN MANNINO
SANDRA MILAD-GIBSON
DAVID B. PINTER
ALEXANDER SAMILENKO
DAVID I. SAMUELS
HAL SOKOLOFF
DAVID WARDELL

Employee Representatives

BENJAMIN ARANA
JAMES BUA
CHRISTOPHER ERIKSON
CHRISTOPHER ERIKSON JR.
ANTHONY FALLEO
ELLIOT HECHT
WILLIAM HOFVING
JOHN E. MARCHELL
VINCENT McELROEN
RAYMOND MELVILLE
ROBERT OLENICK
LUIS RESTREPO
RICARDO ROLLINS
JOSEPH SANTIGATE
LANCE VAN ARSDALE

We are writing to inform you how we will comply with the New York Paid Family Leave Law (PFL) which goes into effect January 1, 2018. All employers with at least one employee are covered under the Law and must make applicable deductions from an employee's paycheck in order to fund the benefits that are payable under the PFL. The Trustees of the Electrical Employers Self Insurance Safety Plan (EESISP) have taken an action that it will be the entity to administer this new program for participants in EESISP. This will only apply to employers who currently contribute to EESISP for their employees who are covered under EESISP. All other employers who obtain NYS disability coverage for their employees through another entity will have to obtain PFL coverage from that insurance carrier.

EESISP expects to be able to begin collecting the required employee deductions towards the fourth quarter of this year. At that time we will inform you of the weekly employee deduction that will be remitted to EESISP as well as where to report the amount on the contribution report furnished to the JIB, in addition to the current employer premiums that are remitted. While the law allows for such deductions to commence as early as July 1, 2017, we have confirmed that such contributions may start at a later date.

The JIB has received numerous calls from employers and payroll vendors who currently make employer contributions to EESISP indicating that they want to start collecting PFL employee payroll deductions immediately. **Please make sure this does not occur until you have received a communication from EESISP indicating that it is ready to accept these weekly payments.** We will continue to furnish you with future communications as to deductions and administration of the PFL Program and we will also be corresponding with your Local 3 employees. You may have to communicate directly with other non-union staff currently covered under EESISP. If you have non-union staff that is not covered for disability benefits under EESISP, you must contact your disability carrier as to how to obtain PFL coverage for those employees. Although the State has set a maximum employee deduction of \$1.65 per week, it appears that EESISP will be able to provide this benefit at a substantially lower rate.

RE: Paid Family Leave Law (PFL)
July 7, 2017

We are in the process of determining the necessary administration of this program along with eligibility criteria for covered employees who will have the right to take time off and be paid weekly benefits from EESISP for the following reasons:

- To care for a family member with a serious health condition
- To bond with a new child
- To handle certain obligations arising from family member's military service or deployment

The PFL does not provide paid benefits or a leave of absence for the employee's own serious health conditions. The weekly benefits that can be paid to covered employees who meet the criteria can commence no earlier than January 1, 2018.

For more information about the coverage and benefits provided under the PFL, please go to the following site: <https://www.ny.gov/programs/new-york-state-paid-family-leave>.

If you have any questions concerning the PFL, please call EESISP at 718-591-2800, Ext. 1273.

Thank you for your cooperation.

Sincerely,

Joint Industry Board of the Electrical
Industry