

16 Janvye 2018



**Konje Peye  
pou Fanmi**

**Yon Gid pou Anplwaye yo**

# Ajanda

1. Poukisa nou bezwen Konje Peye pou Fanmi
2. Fason pou Itilize Konje Peye pou Fanmi
3. Avantaj yo
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5. Kalifikasyon
6. Kijan pou w pran Konje Peye pou Fanmi
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8. Kesyon



# Poukisa nou bezwen Konje Peye pou Fanmi?

Liy Èd: (844) 337-6303

Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
pou Fanmi

# Poukisa nou bezwen Konje Peye pou Fanmi?

**1**

Anplwaye yo ap lite pou yo chwazi ant kenbe yon travay ak pran swen pwòch yo

**2**

Anplwaye yo gen presyon lè yo pèdi salè pou plizyè semèn

**3**

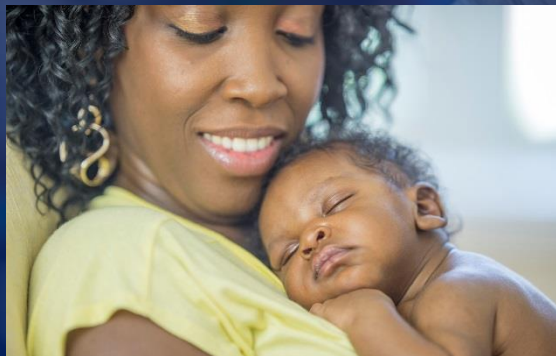
Anplwaye yo pè pou yo pa pèdi travay yo

# NY ap Dirije Nasyon an

- Gouvènè Cuomo te travay pou yo devlope Konje Peye pou Fanmiki pi solid ak **pi konplè** nan Eta a
- **April 2016** yo te siyen pwopozisyon lwa a pou li fin tounen lwa

# Enfòmasyon Fondamantal sou Konje Peye pou Fanmi

Bay **Konje Peye** ak **Pwoteksyon Travay** pou ou kapab:



Pase tan ak yon nouvo timoun



Pran swen yon fanmi ki  
malad



Ede pwòch yo lè yo gen yon  
fanmi nan militè ki al travay  
aletranje

# Fason pou Itilize Konje Peye pou Fanmi

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# Pase Tan ak yon Timoun

Bay toude paran yo tan pou pase ak yon timoun nan premye 12 mwa:

Akouchman

Adopsyon

Plasman  
nan Fanmi  
Dakèy



# Swen pou yon Fanmi ki Malad

Ba ou konje peye pou pran swen:

- yon fanmi
- ak yon pwoblèm sante grav

# Swen pou yon Fanmi ki Malad

Fanmi ki kalifye gen ladan:

- mari oswa madanm
- paran mari oswa madanm
- patnè nan kay
- mari oswa madanm paran
- pitit
- granparan
- pitit mari oswa madanm
- pitit-pitit
- paran

Manm fanmi sa **yo kapab ap viv deyò** Eta New York ak menm deyò Etazini.

# Swen pou yon Fanmi ki Malad

Yon pwoblèm sante grav se yon maladi, chòk, andikap, oswa pwoblèm fizik oswa mantal ki bezwen swa:

1. swen pou pasyan ki entène oswa
2. tretman oswa sipèvizyon yon pwofesyonèl swen sante regilyèman.

# Swen pou yon Fanmi ki Malad

Men kèk egzanp pwoblèm sante grav:

- manman ou ap resevwa chimyoterapi
- papa ou rekipere apre yon operasyon
- pitit ou a ap resevwa tretman pou adiksyon

# Swen pou yon Fanmi ki Malad

Men kèk egzanp pwoblèm sante nou pa konsidere kòm grav anba Konje Peye pou Fanmi:

- grip/larim
- swen dan, òtodoni woutin
- tretman kosmetik

# Ede Pandan yon Deplwaman Militè

Pou ede yon madanm, mari, pitit, patnè nan kay oswa paran yo voye aletranje nan sèvis militè aktif. Evènman yo kapab:

- Deplwaman militè ak yon avi tou kout
- Aktivite militè ak aktivite ki gen rapò ak li
- Repo pou manm militè, rekiperasyon oswa konsèy
- Aktivite apre Deplwaman
- Pou fè aranjman finansye/jiridik
- Aranjman gadri timoun manm militè a



# Avantaj yo

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Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
pou Fanmi

# Avantaj Konje

Y ap ajoute avantaj konje yo **gradyèlman kòmanse** 1ye janvye 2018 pou **8 semèn** epi yo pral rive sou **12 semèn** avan 2021

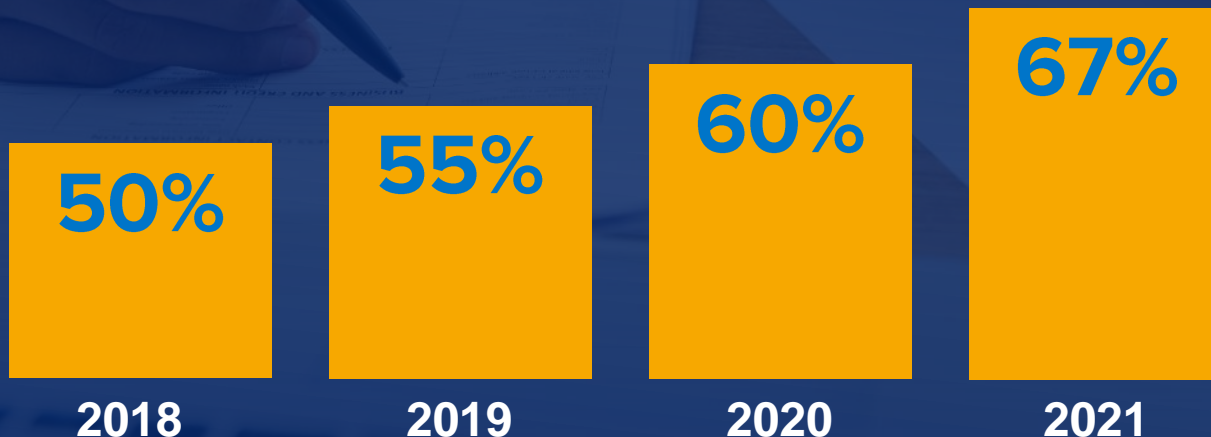


\* Depatman Sèvis Finans ap evalye mache a chak ane avan yo ogmante avantaj yo



# Avantaj Salè

Y ap ajoute avantaj konje yo **gradyèlman kòmanse** 1ye janvyè 2018 pou **50 % salè** mwayen pa semèn yon anplwaye epi l ap rive sou **67 semèn** avan 2021



\* Avantaj yo pral limite a pousantaj Salè Mwayen pa Semèn Eta New York la

# Dwa ak Pwoteksyon ou yo:

## Anplwaye gen konje peye ak:

- **Pwoteksyon Travay**
- **Asirans Sante** k ap kontinye pandan ou nan konje
  - Anplwaye yo kontinye peye pòsyon pa yo, si genyen
- **Gen pwoteksyon kont diskriminasyon oswa reprezay kont** anplwaye paske yo te mande oswa pran Konje Peye pou Fanmi.

# Konje Peye pou Fanmi ak Lòt Règleman pou Konje

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Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
pou Fanmi

# Kijan Konje Peye pou Fanmi ak FMLA Menm?

Konje Peye pou Fanmi ansanm ak Lwa sou Konje pou Rezon Familyal ak Medikal la bay:

- Konje pou:
  - pase tan ak yon timoun
  - pran swen yon fanmi ki malad
  - ede fanmi lè yon fanmi nan militè al travay aletranje
- Pwoteksyon Travay
- Asirans sante k ap kontinye pandan konje a

Liy Èd: (844) 337-6303

Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
pou Fanmi

# Kijan Konje Peye pou Fanmi ak FMLA Diferan?

	PFL	FMLA
Avantaj	Ki Peye	Ki pa Peye
Pwoteksyon	<ul style="list-style-type: none"> <li>Tout anplwayè prive</li> <li>Anplwayè piblik yo ka patisipe</li> <li><b>Youn oswa plis anplwaye</b> nan nenpòt ane</li> </ul>	<ul style="list-style-type: none"> <li>Anplwayè piblik ak prive</li> <li><b>50 oswa plis anplwaye</b> nan yon reyon 75 mil</li> </ul>
Kalifikasyon	<ul style="list-style-type: none"> <li>Aprè <b>26</b> semèn travay youn apre lòt si w ap travay regilyèman pou <b>20</b> oswa plis èdtan pa semèn</li> <li>Aprè <b>175</b> jou travay si w ap travay regilyèman pou pi piti pas <b>20</b> èdtan pa semèn</li> </ul>	<ul style="list-style-type: none"> <li><b>12</b> mwa travay</li> <li><b>1,250</b> èdtan travay nan <b>12</b> mwa avan ou pran konje a</li> </ul>
Rezon pou Konje a	<ul style="list-style-type: none"> <li>Anplwaye <b>yo pa ka</b> itilize li pou pwòp pwoblèm sante yo</li> <li>Yo ka itilize li pou pran swen yon timoun nenpòt ki laj</li> </ul>	<ul style="list-style-type: none"> <li>Anplwaye yo <b>ka</b> itilize li pou pwòp pwoblèm sante grav yo</li> <li>Yo ka sèvi li sèlman pou pran swen yon timoun si timoun lan poko gen 18 tan, oswa "pa ka pran swen li ou poutèt yon andikap mantal oswa fizik"</li> </ul>
Dire Konje a	<ul style="list-style-type: none"> <li>Se sèlman yon jou konplè</li> </ul>	<ul style="list-style-type: none"> <li>Baze sou èdtan</li> </ul>
Konje Peye	<ul style="list-style-type: none"> <li>Patwon yo pa ka egzije anplwaye yo itilize tan konje yo pandan yo nan PFL</li> </ul>	<ul style="list-style-type: none"> <li>Patwon yo kapab pa fòse yon anplwaye itilize konje peye li pandan li nan FMLA</li> </ul>

# E Konje Peye pou Fanmi ak Lòt Kalite Konje?

- **Andikap Akoutèm:** Anplwaye yo pa ka kolekte avantaj pou andikap ak Konje Peye pou Fanmi menm lè a.
- **Konpansasyon Travayè:** Anplwaye pa ka kolekte avantaj Konje Peye pou Fanmi pandan y ap kolekte Konpansasyon Travayè pou yon andikap total
  - Anplwaye salè yo redwi ka pa kalifye pou avantaj yo

# Kontribisyon Anplwaye yo

Liy Èd: **(844) 337-6303**

Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



**Konje Peye  
pou Fanmi**

# Konbyen ou Dwe Peye?

- Ou peye pou avantaj sa yo nan yon ti dediksyon sou chèk ou yo chak semèn.
- Kontribisyon nan pewòl 2018 la se **0.126%** nan salè ou chak semèn.
  - Kontribisyon yo gen yon limit maksimòm \$85.56 pa ane.
  - Si ou touche mwens pase Salè Mwayen Chak Semèn nan, kontribisyon anyèl ou pral pi piti pase limit la

Egzanp: Si ou touche **\$27,000 ane sa a (\$519 pa semèn)**, ou pral peye apeprè **65 santim** pa semèn pou Konje Peye pou Fanmi



# Kalkilatis Dediksyon Chak Semèn

Yon kalkilatis  
dediksyon chak semèn  
disponib:  
[ny.gov/PFLcalculator](https://www.ny.gov/PFLcalculator)

The screenshot shows the New York State website interface for the Paid Family Leave calculator. At the top, there is a navigation bar with the New York State logo, links for Services, News, Government, and Local, a search bar, and links for Location and Translate. Below this is a green header with 'Paid Family Leave' and sub-links for EMPLOYERS, EMPLOYEES, PROVIDERS, and FORMS. The main content area is titled 'PAID FAMILY LEAVE Weekly Payroll Deduction'. It states: 'Your weekly Paid Family Leave payroll deduction is estimated to be \$0.76 (If you are paid bi-weekly, double this amount to see what will be taken out of your paycheck.)' and includes a note: 'Note: Your actual deduction amount may vary from pay period to pay period, depending on your gross weekly pay.' A green 'RESUBMIT' button is centered below the text. At the bottom, there is a section titled 'QUESTIONS OR CONCERNS' with the text: 'If you believe there is an error with your current payroll deduction, raise the issue with your employer. If your employer fails to address the issue, you can file a complaint by calling the Paid Family Leave Helpline at 844-337-6303.'

# Egzanp Pwoteksyon Konje Peye pou Fanmi an 2018

Salè Chak Semèn	Kontribisyon Chak Semèn pou PFL	Maksimòm Konje PFL	Salè Chak Semèn sou PFL	Maksimòm Avantaj Peye
\$500 (\$26,000 chak ane)	\$0.63/semèn (\$32.76 chak ane)	8 semèn	\$250	\$2000
\$1305.92 (\$67,907 chak ane)	\$1.65/semèn (\$85.56 chak ane)	8 semèn	\$652.96	\$5223.68

# Kalifikasyon Anplwaye

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Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



**Konje Peye  
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# Kimoun ki kalifye?

- Pifò anplwaye ki travay pou patwon prive yo
- Si ou se yon anplwaye piblik, patwon ou ka chwazi patisipe
- Anplwaye piblik ki gen yon sendika ki reprezante yo ka kouvri si tout gwoup la negosye pou Konje Peye pou Fanmi.

# Kimoun ki kalifye?

Ou kalifye si ou travay regilyèman:

- **20 oswa plis** èdtan pa semèn
- Pou **26 semèn** youn apre lòt
- **Mwens pase 20** èdtan pa semèn
- Pou **175** jou

Ou kalifye kèlkeswa sitwayènte ou ak/oswa **sitiyasyon ou ak imigrasyon.**

# Èske ou ka anile pwoteksyon an?

Anplwaye ki pa travay tan minimòm lan ka mande yon egzansyon

- Disponib nan [ny.gov/PaidFamilyLeave](https://www.ny.gov/PaidFamilyLeave)
- Anplwaye ki depoze yon egzansyon pa pral **kalifye** pou avantaj ak **egzansyon** nan kontribisyon

# Èske ou ka anile yon egzanspyon?

- Y ap anile egzanspyon an otomatikman si orè ou chanje oswa ou chwazi anile li nenpòt ki lè.
- Ou pral kòmanse fè kontribisyon pou Konje Peye pou Fanmi ansanm ak nenpòt montan retwo-aktif ou dwe a.



# Lè w Ap Pran Konje Peye Pou Fanmi

Liy Èd: **(844) 337-6303**

Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
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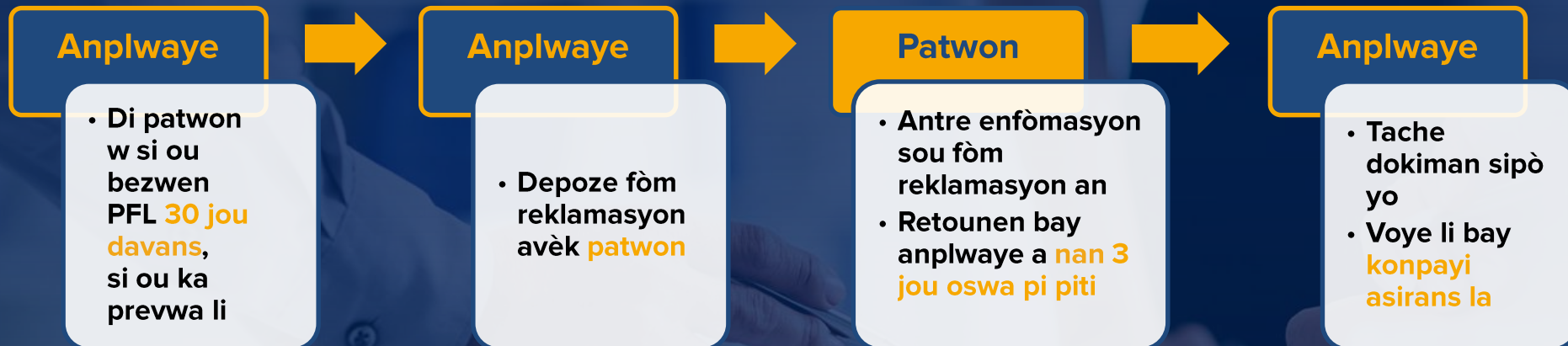


# Kilè ou ka pran Konje Peye pou Fanmi?



- Apatide **1ye janvyè**
- Maksimòm avantaj yo disponib **yon fwa chak 52 semèn**

# Fason pou Mande Konje



Konpayi asirans yo dwe peye oswa refize yon reklamasyon nan lespas **18 jou apre yo resevwa li**

# Pou Jwenn Fòm Demann

Ou ka jwenn fòm Konje Peye pou Fanmi yo nan men :

- Patwon ou
- Konpayi asirans patwon ou
- [ny.gov/PaidFamilyLeave](http://ny.gov/PaidFamilyLeave)

**NEW YORK STATE** | **Paid Family Leave** | **Request For Paid Family Leave (Form PFL-1)**

**PART A - EMPLOYEE INFORMATION (to be completed by the employee)**

1. Employee's legal name (last name, middle initial, first name)

2. Other last names, if any, under which employee has worked

3. Employee's mailing address  
Street address  
City, State  
Zip code Country (if not U.S.A.)

4. Employee's Social Security number (or TIN)

5. Employee's date of birth (MM/DD/YYYY)

6. Employee's primary telephone number  
( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( )

7. Employee's email address

8. Employee's gender  Male  Female

9. Employee's preferred language  
 English  Spanish  Punjabi  Polish  Chinese  Italian  Hindi/Kannada  Tagalog  Other

10. Employee's ethnicity and race:  
Optional, for purposes of health (Ancestry only, U.S. Centers for Disease Control and Prevention (CDC) code set, version 1.0).  
Is employee of Hispanic, Latino/a, or Spanish origin? (One or more categories may be selected.)  
 Mexican  Mexican American  Dominican  Cuban  Puerto Rican  Other Hispanic, Latino/a, or Spanish origin  
What is employee's race? (One or more categories may be selected.)  
 American Indian or Alaska Native  Black or African American  Other Asian  Asian Indian  White  Native Hawaiian  Other Native Hawaiian or Other Pacific Islander  Japanese  Korean  Vietnamese  Other race

**Paid Family Leave (PFL) Request**

11. Reason for PFL request:  Caret for child  Care for family member  Military qualifying event

12. The family member is employee's:  
 Child  Spouse  Domestic partner  Parent  Parent-in-law  Grandparent  Grandchild

13. Estimated PFL start date (MM/DD/YYYY)  
( ) / ( ) / ( )

14. Estimated PFL end date (MM/DD/YYYY)  
( ) / ( ) / ( )

15. If providing less than 30 days advance notice to the employer from the date in 13, please explain:

PFL-1 continued on next page

PFL-1 (05-15)  
Page 1 of 4

If you need assistance, please call (844) 337-4393  
[www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)

BARCODE

# Fason pou Jere Dispit

- Si yo refize reklamasyon ou an, ou ka mande yon evalyasyon
- Medyasyon ak yon abit ki net pral regle dispit

## Pwoteksyon kont Diskriminasyon

Si patwon ou:

- pa re-entegre ou nan pozisyon ou te ye a oswa youn ki prèske menm jan an
- revoke ou
- redwi salè ou ak / oswa avantaj ou, oswa
- sanksyone ou paske ou mande oswa pran Konje Peye pou Fanmi

ou ka depoze yon **plent pou diskriminasyon** ak Komisyon Konpansasyon Travayè a.

# Konje Peye pou Fanmi Rive

Liy Èd: (844) 337-6303

Sitwèb: [www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)



Konje Peye  
pou Fanmi

# Jwenn plis enfòmasyon

Ale sou [ny.gov/PaidFamilyLeave](https://www.ny.gov/PaidFamilyLeave) pou jwenn aksè:

- Enfòmasyon detaye sou Konje Peye pou Fanmi
- Kalkilatis dediksyon pewòl chak semèn
- Kesyon moun poze souvan konsènan Konje Peye pou Fanmi
- Fòm Demann pou Konje Peye pou Fanmi

# Jwenn plis enfòmasyon

Sèvis asistans pa telefòn:

**(844) 337-6303**

Sitwèb:

**[ny.gov/PaidFamilyLeave](http://ny.gov/PaidFamilyLeave)**

Jwenn Dènye Nouvèl sou Imèl:

**Chwazi "Jwenn Dènye Nouvèl" anba sitwèb PFL la**

JWENN DÈNYE NOUVÈL





# Ou gen kesyon?

Liy Èd: **(844) 337-6303**

Sitwèb: **[www.ny.gov/PaidFamilyLeave](http://www.ny.gov/PaidFamilyLeave)**



**Konje Peye  
pou Fanmi**