

1.0 GENERAL INFORMATION

1.1 Purpose of the Request for Information

The purpose of this Request for Information (RFI) is to solicit information for use by the New York State Department of Civil Service (DCS) in developing a Paid Family Leave (PFL) benefit for its workforce and generally how disability insurance carriers plan to implement PFL to be compliant with Part SS of Chapter 54 of the Laws of 2016. All responses to this RFI are non-binding and become the property of New York State, for use at DCS' discretion. DCS is under no obligation to use any information or material submitted in response to this RFI.

Respondents are requested to provide responses to all questions included in this document. A response does not bind or obligate the Responder or the State of New York in any manner. No contract can or will be awarded based on the submissions. The State of New York thanks you for your assistance in this information collection process.

1.2 DISCLAIMER

This RFI is issued solely for informational purposes and does not constitute a procurement or solicitation. Since this RFI is designed as a tool to collect information and shall not result in a procurement contract by a State agency, it does not fall under the requirements of State Finance Law section 139-j and 139-k (the Procurement Lobbying Law) and there is no restricted period. However, we request that you direct your questions and response in writing to PFL2017RFI@cs.ny.gov.

1.3 New York State PFL Benefit Description

The 2016-17 Enacted Budget amended Article 9 of the Workers' Compensation Law to require all private employers to provide PFL to their employees and to allow for opt-in by public employers. When fully implemented, PFL provides for up to twelve (12) weeks of benefits to 1) care for a new child any time within the first 12 months after the child's birth or after the placement for adoption or foster care of a child with the employee; 2) to care for a family member with a serious health condition, including leave to care for a child, parent, grandchild, grandparent, spouse or domestic partner; or 3) to assist with family obligations when a family member is called into active military service. New York State PFL is a mandatory program for private employers and an optional program for public employers, that is solely funded through employee contributions. The table below summarizes the benefits as a percent of salary capped at the specific percentages of the

State Average Weekly Wage as reflected in Workers' Compensation Law section 204(2)(a).

Date	Number of Weeks	Percent of Salary	Percent of NYS Average Weekly Wages Cap
January 1, 2018	8	50%	50%
January 1, 2019	10	55%	55%
January 1, 2020	10	60%	60%
January 1, 2021	12	67%	67%

The Workers' Compensation Board has proposed addition of Section 355.9 and Part 380, as well as amendment of Parts 360, 361 and 376 of 12 NYCRR and the department of Financial Services has proposed addition of Part 363 to 11 NYCRR to provide guidance to employers, insurance carriers and employees regarding their rights and responsibilities in providing Paid Family Leave (PFL) coverage, requesting PFL, and the use of PFL benefits.

For additional information please refer to Part SS of Chapter 54 of the Laws of 2016.