

General Building Laborers' Local 66

TRUST FUNDS

1600 WALT WHITMAN ROAD, P.O. BOX 667, MELVILLE, N.Y. 11747-0667

Tel.: (631) 454-2330

Fax: (631) 249-6290

Address Replies To:
ALLEN MARMOR, Fund Manager



January 8, 2018

TRUSTEES:
Stephen Flanagan, Chm.
Eugene Messina, Sec.
Robert Bonanza
Antonio Ferreira
Joseph Montalbano
Paul O'Brien
John O'Hare
Salvatore Speziale



Dear Signatory Employer:

Re: New York Paid Family Leave Act ("NY PFL")
Effective January 1, 2018

As you are likely aware, the New York Paid Family Leave Act was effective January 1, 2018. The act states that employers are required to provide job-protected paid time off for eligible employees.

Eligibility under the PFL is based upon 26 consecutive weeks of employment, where the employee worked 20 hours or more per week, or 175 days of employment for part-time employees. The act requires that employers with one or more employees provide coverage beginning January 1, 2018 for those eligible employees. New York Paid Family Leave provides job-protected paid time off for:

Bond with a newly born, adopted or fostered child,

Care for a close relative with a serious health condition, or

Assist with family situations when a family member is deployed abroad on active military service.

The Board of Trustees of the General Building Laborers' Local 66 Welfare Fund ("Welfare Fund") are pleased to notify you that at this time coverage is being provided and paid for by the Welfare Fund.

As the employer, there is no need to obtain a policy for the NY PFL for employers that are covered by the Welfare Fund. In addition, no payroll deduction from your employee's paycheck should be made.

Please note, that for employees for which contributions are made on their behalf, and those benefits are reciprocated to another welfare fund pursuant to a reciprocal agreement, that employee is not considered a participant in the Welfare Fund and will not be eligible for NY PFL coverage from the Local 66 Welfare Fund.

As claims and applications for benefits are made the Welfare Fund will seek your cooperation to verify eligibility for this benefit.

In late 2018 the Board of Trustees will review the funding requirements and arrangements for the 2019 calendar year.

If you have any questions, please feel free to contact me at 631-454-2330. Further details on the Family Paid Leave Act can be found at: <https://www.ny.gov/programs/new-york-state-paid-family-leave>.

Sincerely,

Allen Marmor
Fund Manager