

## Paid Family Leave Waiver FAQ's for Student Employees

Q. Who is eligible to waive Paid Family Leave benefits?

A. Any employee who works more than 20 hours per week but will not work 26 consecutive weeks for RIT, or an employee who works less than 20 hours per week but will not work more than 175 days in 52 consecutive weeks for RIT. An employee who waives coverage will not make contributions and will not be eligible for Paid Family Leave benefits.

Q. What happens if I do not complete the waiver? Am I automatically eligible for Paid Family Leave benefits?

A. If you choose not to waive the paid family leave coverage, the cost of the benefit will be charged to you as a deduction in your bi-weekly paycheck. You are only eligible for benefits when you meet the minimum time-worked requirements.

- You work a regular schedule of 20 or more hours per week and have worked 26 consecutive weeks OR
- You work a regular schedule of less than 20 hours per week and have worked 175 days in the past 52 weeks.

Q. What happens if I waive coverage but my schedule changes and I eligible for benefits?

A. The waiver is revoked if your work schedule changes and it is anticipated that you will work more than 20 hours per week for 6 months, or will work less than 20 hours per week but at least 175 days in a 52 consecutive week period.

Q. Is the waiver required?

A. This waiver is optional and revocable. Employers may not force employees to opt out of paid family leave benefits. You also may revoke the waiver even if you schedule does not change.

Q. What happens if the waiver is revoked?

A. If the waiver is revoked (either by the employee or by a change in the work schedule), the employer may take retroactive deductions of the period of time the employee was covered by the waiver, and this period of time counts toward the eligibility for paid family leave.

Q. If I choose not to waive now, can I waive coverage at a later date?

A. Yes, employees can choose to waive or revoke at any time.