

# WELFARE, ANNUITY AND APPRENTICESHIP SKILL IMPROVEMENT & SAFETY FUNDS

of the

## *International Union of Operating Engineers*

### **Local 15, 15A, 15B, 15C & 15D, A.F.L.-C.I.O.**

44-40 11th Street • Long Island City, N.Y. 11101

Employer Trustee

MICHAEL SALGO

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Union Trustees

JAMES T. CALLAHAN

THOMAS A. CALLAHAN

December 27, 2023

Dear Participants:

Since 2018, the State of New York has required that all employees fund the cost of the state mandated Paid Family Leave (“PFL”) law through payroll deductions taken by employers. From there, employers are required to use those payroll deductions to provide the benefit. Effectively January 1, 2024, the PFL law is requiring that the benefit increase from the Statewide Average Weekly Salary (SAWW) of \$1688.19 to \$1718.15 and the payable benefit as a percentage of an employee’s average weekly wage is 67%. To finance these benefits under the PFL law, there is an annual cap of the employee contribution of 0.373% of gross weekly to \$333.25 annually.

In order for the Local 15 Welfare Fund to provide the PFL benefit in 2024 along with the New York State required disability benefit (which is enhanced to provide benefits in excess of the amount required by law), the Board of Trustees has directed a \$0.20 reduction in the hourly vacation benefit on hours redeemed in stamps on a participant-by-participant basis until the PFL law mandated payroll deduction of \$333.25 is reached. By making the adjustment to the vacation benefit, the Local 15 Welfare Fund will be able to provide you with these benefits in 2024 and you will not be subject to the otherwise 0.373% payroll deduction from your gross weekly wages.

In the event that you have any questions, please contact the fund office at 212-255-7657.

Wishing you and your families a Happy, Healthy New Year!

Sincerely,

The Board of Trustees