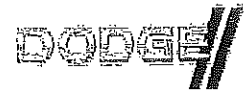


CHRYSLER



SECURITY DODGE CHRYSLER JEEP RAM

345 MERRICK ROAD, AMITYVILLE, NY 11701

Phone (631) 691-5000 * Fax (631) 592-4672

WWW.SECURITYDODGE.COM



RAM

More time with your family when you need it most

There are big moments in life—happy and sad—when you need to be with your loved ones. With New York Paid Family Leave, you have the support and financial protection to focus on what matters most.

As an employee working in the state of New York, you are now eligible for this important new benefit. Effective January 1, 2018, we will provide New York Paid Family Leave insurance coverage in addition to your New York state mandated short term disability insurance.

When you need a little more time to bond with your new child or care for a sick family member, New York Paid Family Leave helps make life a little easier.

What you need to know

What are the benefits offered under the New York Paid Family Leave Law?

- In 2018, you are eligible for up to eight weeks of paid leave at 50% of your average weekly salary, up to a maximum weekly benefit of \$652.96.
- Security Dodge Chrysler Jeep Ram may offer the ease and convenience of payroll deduction to pay for the new benefit.

What types of life events are covered?

- Bond with a newborn child (leave must conclude within 12 months of the birth).
- Bond with a newly placed child for adoption or foster care (leave must conclude within 12 months of placement).
- Care for a spouse, domestic partner, child, parent, parent in-law, grandparent, or grandchild with a serious illness or injury.
- A qualifying exigency caused by the call to covered active duty of a spouse, domestic partner, parent or child who is a member of the National Guard, Reserves or Regular Armed Forces.

How do I qualify for New York Paid Family Leave?

- You must (1) work in the state of New York; (2) have worked 20 or more hours per week for 26 weeks for Security Dodge Chrysler Jeep Ram immediately preceding the first full day of paid family leave, or (3) work less than 20 hours per week and have worked 175 days for Security Dodge Chrysler Jeep Ram immediately preceding the first full day of paid family leave.

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Jeep



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What are my rights under the new paid family leave law?

- You have a right to return to your same or comparable job upon return for leave.
- You are guaranteed continued health insurance while on leave. Your employer may require you to continue to pay your health insurance premium contributions.
- Citizenship and immigration status do not impact eligibility.
- Your employer cannot discriminate against employees for taking paid family leave.

How do I apply?

- If you anticipate an upcoming need for leave, notify your supervisor at least 30 days prior to leave or as soon as possible. If your need for leave is unexpected, notify your supervisor as soon as possible.
- Initiate the claim by contacting New York State Ins. Fund at www.nysif.com/paidfamilyleave to get a claim form—one will be mailed to you along with information on the supporting documentation you will need to submit. Or, your employer may be able to provide you with a claim form.
- You will need to complete and return the claim form and the supporting documentation to New York State Ins. Fund.
- Your employer must complete the Employer Section of the claim form confirming employment, work schedule, and average weekly wage used to calculate the benefit and other employment related details.

How will New York State Ins. Fund assist me after I call to initiate the claim?

We will:

- Send out the New York Paid Family Leave acknowledgement and claim number within 5 business days of receipt **when you mail the claim form directly to New York State Ins. Fund.**
- Approve or deny your New York Paid Family Leave absence based on State legislative and regulatory requirements.
- Administer your New York Paid Family Leave and, if applicable, concurrent Family and Medical Leave.
- Track your absence against your statutory New York Disability, New York Paid Family Leave, Family and Medical Leave and any company leaves, as applicable.
- Notify you of your rights and responsibilities under New York Paid Family Leave law, as well as the status of your leave request.
- Ensure your employer is informed of the status of your leave.
- Request periodic updates, as needed, on your family member's health status, if you take leave to care for a family member with a serious health condition.

If you have any questions about the New York Paid Family Leave benefit or our role in administering your company's policy, please contact your benefits administrator.