

New York Paid Family Leave

Beginning January 1, 2018 NY Paid Family Leave will become a mandatory benefit in New York State for all employees working in private organizations.

Qualifying Events

- ❖ Having a child
- ❖ Adopting or fostering a child
- ❖ Caring for a sick family member
- ❖ Caring for a family member after a qualifying military leave event

Who is eligible?

- ❖ Full time employees – employed at least 26 weeks
- ❖ Part time employees – employed at least 175 days

Employer Responsibilities

- ❖ Premium Collection
- ❖ PFL Poster
- ❖ Update to Handbook
- ❖ Must continue health insurance under the same terms as if he/she is actively at work
- ❖ After leave, employees are entitled to return to the same or comparable position without the loss of the benefits they would have accrued otherwise

Plan Cost

- ❖ Plan will be 100% employee paid
- ❖ Rate will be determined as a percentage of salary
- ❖ Employee contribution rate is 0.126% of the employee's weekly wage (capped at NYS current avg wage of \$1,305.92)
- ❖ This translates to a maximum contribution of \$1.65 per week, per employee in 2018

Benefit

Effective Date	Maximum Length of Paid Leave	% of Employees Average Weekly Wage	Maximum \$ based on 2016 NY AWW (\$1,305.92)
01/01/2018	8 Weeks	50%	\$653
01/01/2019	10 Weeks	55%	\$718
01/01/2020	10 Weeks	60%	\$784
01/01/2021	12 Weeks	67%	\$875