

Preparing for New York Paid Family Leave

New York Paid Family Leave Law becomes effective on January 1, 2018 and payroll deductions *may* begin starting July 1, 2017. The law will be phased in gradually. When completely phased in, New York's Paid Family Leave Benefits Law will provide eligible employees with 12 weeks of paid leave during a 52-week calendar period.

Eligible employees will receive a certain percentage of their average weekly wage as paid leave when the following life events occur:



1. Bond with the employee's newborn or newly-placed adoptive or foster child during the first 12 months following birth or placement.
2. Care for a family member (child, parent, parent-in-law, grandparent, grandchild, spouse or domestic partner) with a serious medical condition. This includes physical or psychological care.
3. Employees with a spouse, child, domestic partner or parent who has been notified of an order of active military duty.

In general the weekly benefit for family leave will be phased in as follows:

- **On or after January 1, 2018**, eligible employees will be entitled to up to 8 weeks of family leave in any 52-week period at 50% of their average weekly wage (capped at 50% of the state average weekly wage);
- **On or after January 1, 2019**, eligible employees will be entitled to up to 10 weeks of family leave in any 52-week period at 55% of their average weekly wage (capped at 55% of the state average weekly wage);
- **On or after January 1, 2020**, eligible employees will be entitled to up to 10 weeks of family leave in any 52-week period at 60% of their average weekly wage (capped at 60% of the state average weekly wage); and
- **On or after January 1, 2021**, eligible employees will be entitled to up to 12 weeks of family leave in any 52-week period at 67% of their average weekly wage (capped at 67% of the state average weekly wage).

Employers are required to maintain any existing health benefits of eligible employees in force for the duration of the leave.

Employers with a disability insurance policy will automatically have New York Paid Family Leave included with that policy.

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