

NEW YORK'S PAID FAMILY LEAVE PROGRAM STARTS JANUARY 1, 2018

New York's new Paid Family Leave program will offer partial paid leave to employees who need time away from their jobs to bond with a new child, care for a close relative with a serious health condition or when a family member is called to active military service. Under the program, employees will be able to continue receiving their health insurance benefits while on leave and return to their jobs after their leave concludes, protected from the threat of termination for taking leave.

HOW IT WORKS

Starting on January 1, 2018, New Yorkers can take up to eight weeks of paid leave to take care of a close relative, and after the program is completely phased-in, the program will offer up to 12 weeks of leave.

The Paid Family Leave program will be phased-in over four years until 2021, with incremental increases in benefits and coverage implemented over time.

As of January 1, 2018, workers will be eligible to receive a wage replacement of 50 percent of their weekly wage – capped at 50 percent of the Statewide Average Weekly Wage (AWW). This will incrementally increase until workers are eligible to receive 67 percent of their weekly wage, capped at 67 percent of the AWW, in 2021. For example, if you earn \$1,000 per week in 2018, the first year of implementation, you'd receive \$500 per week in paid leave benefits.

*The AWW for 2016 was \$1,305.92.

WHO IS ELIGIBLE?

Most New York workers who have been employed for 26 consecutive weeks, or part-time for 175 days, will be eligible for a Paid Family Leave benefit, including employees at small businesses of any size and self-employed workers. Advocates are still pressing to improve the law to ensure all New York workers can access this benefit, including farmworkers who are currently excluded from the program.

WHEN CAN YOU TAKE PAID FAMILY LEAVE?

BONDING

A parent may take Paid Family Leave during the first 12 months following the birth, adoption or fostering of a child.

MILITARY

An employee may be eligible to take Paid Family Leave to assist with family situations arising from a family member on active duty or one who has been notified of an impending active duty assignment.

FAMILY CARE

If an employee's family member has a serious health condition, the employee can take Paid Family Leave to care for them. These relatives can live outside of New York State and include the following categories:

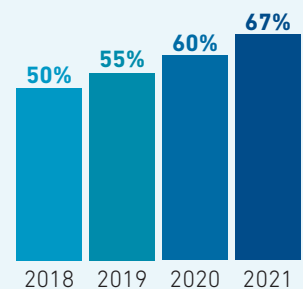
- Spouse
- Domestic Partner
- Child
- Parent
- Parent-in-law
- Grandparent
- Grandchild

FOR MORE INFORMATION

Talk to your manager, H.R. person, or business owner about what is required to apply. You can also visit ny.gov/paidfamilyleave or call 844-337-6303.

PAYABLE % OF AN EMPLOYEE'S AWW

Similar to other state insurance programs, the program is funded by employee paycheck deductions – contributions are based on a percentage of workers' wages and are capped at a maximum of \$1.65 per week in 2018.



MAXIMUM LENGTH OF PAID LEAVE

The length of leave workers take will also be phased-in until 2021, when workers will be eligible to take 12 weeks of leave.

