



New York Paid Family Leave

What It Means to Employers

Effective January 1, 2018 the State of New York will be requiring all employers that are eligible under DBL law to provide a Paid Family Leave Benefit (PFL) to both full-time and part-time employees. All private sector employers operating in New York State, regardless of the number of employees, must enact the PFL benefit. Unless self-insured, employers must have DBL and PFL benefits on the same policy.

PFL pays part of an employee's income while they are out of work. It covers bonding with a new child, caring for a family member with a serious health condition, and other events related to a family member's active-duty military status.

To be eligible for PFL benefits, a full-time employee (defined as working 20 or more hours per week) must be with an employer for 26 weeks. Part-time time employee (less than 20 hours per week) must have worked 175 days to be eligible for PFL benefits.

Employees will contribute .126% of their weekly wages to the PFL program. Employers may begin withholdings on July 1, 2017, primarily for annually billed policies so funds are available for the annual bill.

In 2018, the PFL benefit will cover 50% of an employee's weekly income, up to 50% of the statewide average weekly wage. As of July 1, 2017 the New York State Average Weekly Wage is \$1305.92. The PFL benefit amount will increase annually and by 2021 it will cover 67% of the statewide average weekly wage.

For more information about the Paid Family Leave (PFL) benefit and how it impacts you, contact:

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