

2019 New York Paid Family Leave (NYPFL)



Employees working in New York State are eligible for New York Paid Family Leave (NYPFL). NYPFL provides wage replacement and job protection to employees who need time away from work to:

- Bond with a newly-born, adopted or fostered child during the first 12 months following the birth or placement
- Care for a family member with a serious health condition
- Assist a family member who is deployed to active military service.

A covered family member is a child, parent, parent-in-law, grandparent, grandchild, spouse or domestic partner.

Employees are guaranteed to return to work to the same or comparable position and continue their health insurance benefits. Employees must continue to pay their portion of the premium cost while on Paid Family Leave.

Which employees are eligible for NY PFL?

Full-time employees working in New York on a regular schedule of 20 hours or more per week are eligible for coverage after 26 weeks* of consecutive employment. Part-time employees working in New York fewer than 20 hours per week are eligible after 175 working days of employment.

Eligibility for NYPFL is not based on an employee's own health condition, so there is no medical underwriting component or other limitation based on employee health. The benefit is available to all employees working in New York State who meet the eligibility requirement.

Weekly Benefit

In 2019, employees are eligible for up to ten weeks of paid leave equal to 55% of their average weekly wage, not to exceed the New York State Average Weekly Wage (NYSAWW) of \$1,357.11. **The maximum weekly benefit for 2019 will be \$746.41.**

**26 weeks of consecutive employment includes scheduled vacation time, the use of personal, sick or other time away from work that has been approved by the employer; or other periods where the employee is away from work but is still considered to be an employee by the employer as long as the employee has continued to make PFL contributions during the time away from work. The 26 weeks of consecutive employment does not include time away from work for which the employee received New York disability benefits.*

FAQs

Do I have to participate in the Paid Family Leave program?

Yes, participation in Paid Family Leave is not optional for most employees. The exception is if you are in a job that will not allow you to attain the 26 continuous weeks or 175 days needed to qualify for Paid Family Leave (for example, a seasonal worker).

Does Paid Family Leave cost me anything?

New York's Paid Family Leave is entirely funded with employee contributions. That is, the benefit is paid for by employees.

Employers will collect the cost of Paid Family Leave through payroll deductions. The maximum employee contribution in 2019 shall be 0.153% of an employee's average weekly wage, not to exceed the NYSAWW. **The 2019 maximum contribution is \$107.97 per year.**

How do I file a claim?

Contact your payroll and benefits administrator to start the claims process.

Will my spouse and I be able to use Paid Family Leave at the same time?

If you and your spouse have different employers, you are both eligible to take Paid Family Leave at the same time.

However, if you and your spouse work for the same employer, they can deny Paid Family Leave to more than one employee at the same time to care for the same family leave recipient, or to bond with a child.

Do other states have Paid Family Leave?

New Jersey, California, Rhode Island and the District of Columbia also provide a Paid Family Leave benefit. Massachusetts and Washington State are slated to start PFL benefits on January 1 and July 1 of 2019, respectively.

