

# NY Paid Family Leaves starts Jan 2018 – Are You Ready?

**The NY Paid Family Leave Mandate begins January 1, 2018. Employers can begin funding it July 2017.**

**Coverage will be provided under an insurance policy with the employers DBL carrier.**

## **Who is covered by the paid family leave law?**

- Almost all private sector workers employed in New York State (with the exception of certain categories excluded under NYS Temporary Disability Insurance law)
- The law allows self-employed and public sector unions to opt in to the paid family leave program
- You have to have worked for your current employer for at least 26 consecutive weeks to be eligible for paid family leave.

## **When does paid family leave start?**

- January 1, 2018

## **What can it be used for:**

- Bonding with a new child (including adopted and foster children)
- Care of a seriously ill child, parent, parent-in-law, spouse, domestic partner, grandchild, or grandparent
- Addressing certain needs when a family member is called to active military duty

## **How many weeks of leave are available?**

- Up to 8 weeks starting in 2018
- Up to 10 weeks in 2019 and 2020
- Up to 12 weeks starting in 2021 and thereafter
- Leave runs concurrently with federal FMLA leave.
- The law allows for leave to be taken on an intermittent basis.
- In addition, women are covered by Temporary Disability Insurance (TDI) for pregnancy and recovery from childbirth, but there are limits on the total amount of leave that can be used in a year.

## **How much will a worker receive when out on paid family leave?**

- 2018: 50% of your wages, up to a maximum of 50% of the statewide average weekly wage
- 2019: 55% of your wages, up to a maximum of 55% of the statewide average weekly wage
- 2020: 60% of your wages, up to a maximum of 60% of the statewide average weekly wage
- 2021: 67% of your wages, up to a maximum of 67% of the statewide average weekly wage

2022 and on: Each March the NY Department of Labor reports the statewide average weekly wage for the previous year. For 2015 it was \$1,296.48.

The weekly contribution rate for Paid Family Leave is 0.126% of the employee's weekly wage (capped at New York State's current average weekly wage of \$1,305.92\*). This translates into a maximum contribution of \$1.65 per week per employee in 2018.