

New York State Paid Family Leave Policy

In 2016, Governor Cuomo signed into law the nation's strongest and most comprehensive Paid Family Leave policy. Working families will no longer have to choose between caring for their loved ones and risking their economic security.

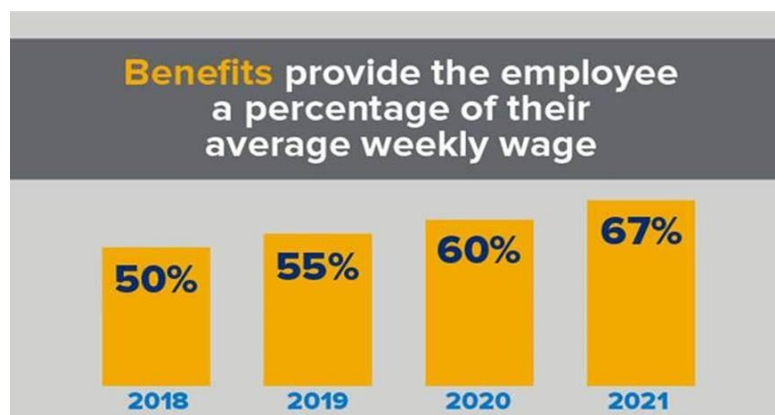
Beginning January 1, 2018, the New York State Paid Family Leave Program will provide New Yorkers job-protected, paid leave to bond with a new child, care for a loved one with a serious health condition or to help relieve family pressures when someone is called to active military service.

PEAR is here too assist you in being compliant with this new ruling.

A SUMMARY OF THE NEW RULES

New York State released rates for Paid Family Leave, and while we are still waiting for the DBL carriers to give us the official pricing, here is some info to give you an idea.

- There is no fixed rate as it is based on the employee's salary.
- Paid Family Leave will be fully funded by employees.
- Virtually every private employee in New York State will be eligible for Paid Family Leave.
- Eligibility is based on full-time employment for 26 weeks or part-time employment for 175 days.
- An employer may not discriminate against employees for taking Paid Family Leave.
- Employees are guaranteed job protection and continuation of health insurance while on Paid Family Leave.
- The weekly contribution rate will be 0.126% of the employee's weekly wage
 - Capped at New York State's current average weekly wage, which is \$1,305.92.
 - The maximum contribution will be \$1.65 per week, per employee in 2018.
- Payroll deductions begin in January, 2018 (there's an optional July start date).



For more information contact Pear HR Solutions