



Paid Family Leave Coming Soon for New York Families

Important Information to Help Business Owners

We are excited to inform you that on **January 1, 2018**, Paid Family Leave — a fully funded employee payroll contribution program — will begin in New York. This program is designed to provide wage replacement and job protection to employees who need time away from their jobs to:

- **bond** with a newly born, adopted, or fostered child;
- **care** for a family member with a serious health condition; or
- **assist** loved ones when a family member is deployed abroad on active military duty.

What You Need to Know About Paid Family Leave

COVERAGE

Insurance coverage for Paid Family Leave must be available to employees beginning January 1, 2018, and generally will be included under an employer's existing disability benefits policy.

EMPLOYEE ELIGIBILITY

- Employees with a regular work schedule of 20 or more hours per week are eligible after 26 weeks of employment.
- Employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked.

EMPLOYEE CONTRIBUTION

Employers may collect the cost of Paid Family Leave through payroll deductions.

The maximum employee contribution in 2018 shall be 0.126% of an employee's weekly wage up to the annualized New York State Average Weekly Wage.

EMPLOYEE REINSTATEMENT

Employees are entitled to be reinstated to their same or comparable job upon return from Paid Family Leave.

EMPLOYEE HEALTH INSURANCE

Employers must continue employees' health insurance while they are on Paid Family Leave. Employers may require that employees continue to pay their health insurance premium contributions.

FOR MORE INFORMATION

- Website: ny.gov/paidfamilyleave
- Toll Free Number: **(844) 337-6303**