

What's New for 2019



Paid Family Leave

As of January 1, 2019, Paid Family Leave provides **more job-protected, paid time off.**

More time with loved ones.

In 2019, eligible employees can take up to **10 weeks** to:

- ▶ **Bond** with a newly born, adopted or fostered child within the first 12 months of birth or placement.
- ▶ **Care** for a spouse, domestic partner, child/stepchild, parent/stepparent, parent-in-law, grandparent, or grandchild with a serious health condition.
- ▶ **Assist** a spouse, domestic partner, child/stepchild, parent/stepparent or parent-in-law when they are deployed abroad on active military service.

The number of weeks employees can take will continue to rise through 2021, at which time employees will be able to take up to 12 weeks of job-protected, paid time off to be there for family when they are most needed.

More financial security.

In 2019, employees taking Paid Family Leave will receive **55% of their average weekly wage**, up to a cap of 55% of the current Statewide Average Weekly Wage of \$1,357.11. **The maximum weekly benefit for 2019 is \$746.41.**

New support for organ donors.

Governor Cuomo signed legislation to expand the Paid Family Leave Law's definition of "serious health condition" to explicitly include preparation for and recovery from surgery related to organ or tissue donation, ensuring those who donate can be cared for by their eligible family members under New York Paid Family Leave. That law is effective February 3, 2019. (Note: This does not change the Paid Family Leave application process or required documentation in any way.)

Same strong protections.

- ▶ Employees have **job protection**, so they are entitled to return to the same job (or a comparable one) when they return from Paid Family Leave.
- ▶ Employees' **health insurance** continues while on leave on the same terms as if they had continued working. If they contribute to the cost of their health insurance, they must continue to pay their portion of the cost while on leave.
- ▶ Employers are **prohibited from discriminating or retaliating** against employees for requesting or taking Paid Family Leave.

How is Paid Family Leave funded?

Paid Family Leave is funded through employee payroll contributions that are set each year to match the cost of coverage. The rate of employee contributions is reviewed annually, and is subject to change by the New York State Department of Financial Services.

In 2019, the contribution is 0.153% of an employee's gross wages each pay period. The maximum annual contribution is \$107.97. Employees earning less than the current Statewide Average Weekly Wage of \$1,357.11 will contribute less than the annual cap of \$107.97, consistent with their actual wages.

For more information, visit PaidFamilyLeave.ny.gov or call (844) 337-6303.



Paid Family Leave