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New York State

# PAID FAMILY LEAVE

{ AGENT / BROKER HIGHLIGHTS }

PFL EFFECTIVE DATE | 01/01/18

PFL BENEFITS DATE | 01/01/18

HIGHLIGHTS UPDATE | 08/01/17

**NY STATE DISABILITY & PAID FAMILY LEAVE SERVICES**  
NY-PFL BULLETIN 08/01/17

POWERED BY



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# New York State **Paid Family Leave**

## {AGENT / BROKER HIGHLIGHTS}

### ELIGIBILITY

### SERIES III

#### WHO IS ELIGIBLE?

Effective January 1, 2018, employees in the State of New York may be eligible, if they meet certain criteria:

- Employees who work for private sector employers with at least 1 employee (not counting the owner).
- Employers in the public-sector that may choose to participate through collective bargaining.
- Full-time employees regularly scheduled to work 20 or more hours per week for at least 26 consecutive work weeks preceding the first full day when family leave begins.
- Part-time employees regularly scheduled to work less than 20 hours per week will become eligible to take family leave after 175 days of scheduled employment.

Any eligible individual that has a qualifying leave event (birth, adoption, foster care, care of family member during a military leave or qualifying medical issue) commencing with date on or after January 1st, 2018, as well as births and adoptions within the last 12 months — even those in 2017.

#### WHO IS NOT ELIGIBLE?

Employees may not be eligible for coverage under the New York State PFL due to one or more of the following criteria:

- Any employee already receiving total disability (the coverage an injured worker may receive during his or her recovery) benefits.
- Employees on administrative leave.
- Employees who work for an exempt employer.
- Employees who are excluded from coverage under Article 9 of the Disability Benefits Law (DBL) and the Paid Family Leave Benefits Law (PFL).

*LiDAC.com*  
Representatives are prepared to assist you and your clients in reviewing the details for implementation of your New York State Paid Family Leave Program.  
**CALL NOW!**  
**516-482-2696** or  
**info@LiDAC.com**



#### HOW MUCH DOES IT PAY?

- January 1, 2018; up to **8 weeks of paid leave** of the employee's average weekly wage capped at a maximum of **50% of NYS Average Weekly Wage** (average weekly wage in 2016 was \$1,305.92).
- January 1, 2019; up to **10 weeks of paid leave** of the employee's average weekly wage capped at a maximum of **55% of NYS Average Weekly Wage**.
- January 1, 2020; up to **10 weeks of paid leave** of the employee's average weekly wage capped at a maximum of **60% of NYS Average Weekly Wage**.
- January 1, 2021; and thereafter; up to **12 weeks of paid leave** of the employee's average weekly wage capped at a maximum of **67% of NYS Average Weekly Wage**.