



New York State

# PAID FAMILY LEAVE

{ SUMMARY OF HIGHLIGHTS }

JANUARY 1, 2020

SCHEDULE OF BENEFITS

**SERIES 4**

PFL EFFECTIVE DATE	01/01/20
PFL BENEFITS DATE	01/01/20
HIGHLIGHTS UPDATE	09/01/19

# New York State Paid Family Leave

{SUMMARY OF HIGHLIGHTS}

SCHEDULE OF BENEFITS

SERIES IV – EFFECTIVE – JANUARY 2020

## NEW YORK PAID FAMILY LEAVE SUMMARY OF BENEFITS

CALENDAR YEAR	WEEKS AVAILABLE BENEFIT PERIOD	MAX % OF EMPLOYEE SALARY	MAXIMUM (AWW) WEEKLY BENEFIT (EST *)	NYS AWW (EST *)
01/01/18	8	50%	\$653	\$1,305.92
01/01/19	10	55%	\$746	\$1,357.10
01/01/20	10	60%	\$841	\$1,401.17
01/01/21	12	67%	\$934*	\$1,401.17*

\*Pending AWW Changes

### WORKERS' COMPENSATION LAW § 2(16)

The maximum Paid Family Leave benefit is subject to a percent of the employee salary to a maximum of the NYS Average Weekly Wage (NYSAWW). The 2019 AWW used for this calculation is \$1,401.17. The AWW is updated annually on / or about March 31st for review.

NYSAWW is the average weekly wage paid in New York State during the previous calendar year as reported by the Commissioner of Labor to the Superintendent of Financial Services on March 31 each year.

### BENEFIT CALCULATION EXAMPLE:

In 2019, an employee who makes \$1,000 a week would receive a benefit of \$600 a week or (60% of \$1,000).

Another employee who makes \$2,000 a week would receive a benefit of approximately \$841, because this employee is capped at 60% of the New York State's Average Weekly Wage (NYSAWW) — currently \$1,401.17, not to exceed a maximum benefit of \$841 week.

### PAID TIME OFF (PTO) / VACATION

Paid Family Leave may coordinate with qualified employee vacation benefits.

- PFL allows additional options for eligible employees who may have accrued Paid Time Off (PTO) with their employer to either;
  - > Combine PTO days with PFL, while earning their full salary for part of their leave or;
  - > Electing to keep their vacation time, while earning the salary percentage covered under the PFL law.
  - > Employers may elect to require employees who are using PFL to use their accrued vacation time instead of PFL.