

# New York State Paid Family Leave

## What does this mean for employees?

NYS employees of private sector employers are eligible to take paid time off 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 has a qualifying military exigency

### Protections for employees on leave include:

- Right to return to the same or comparable job position
- Guaranteed continuance of health insurance (on the same conditions as if you were not on leave; you will still need to pay your portion of the premium)

### 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

### Benefits for 2024:

- Employees are eligible to receive 67% of their Average Weekly Wage (AWW), up to 67% of the NYS Average Weekly Wage (SAWW), which will be **\$1,151.16** for 2023 (SAWW is \$1,718.15).
- Provides up to 12 weeks of job protected, paid time off – may be taken all at once or full day increments
- Benefits are funded by a payroll deduction of .373% of your gross weekly wage, not to exceed an annual maximum deduction of **\$333.25**
- As of January 1, 2023, siblings are included in the definition of family member

### How to apply:

- Notify your employer 30 days prior to leave, if foreseeable
- Fill out a claim form. Claim forms are available from your employer or insurance carrier
- Obtain supporting documentation for leave (i.e., birth certificate, medical certification, etc.)
- Submit claim form and supporting documentation to insurance carrier
- The insurance carrier must pay or deny your claim within 18 days of receiving the completed claim forms.

