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“The Payroll Experts”

Dear Media Client:

Earlier in June, the New York State Insurance Fund notified you that Paid Family Leave (PFL) will be added to your disability benefits policy effective January 1, 2018. Please read the following information thoroughly and ***let your Media Account Representative know if and when you wish to begin the payroll deduction.*** For more information: <https://www.ny.gov/new-york-state-paid-family-leave/helping-new-yorkers-need>

The PFL will be fully funded through employee payroll deductions. Employers may collect employee contributions prior to obtaining the insurance policy or self-insured approval. The current rate has been set at 0.126% of the employee’s weekly wage, and the employer can begin collecting the deduction to cover the cost of the premium after July 1, 2017.

What are an employer’s obligations under Paid Family Leave?

Employers will be required to purchase a Paid Family Leave insurance policy or self-insure. An employer may not discriminate against employees for taking Paid Family Leave. Employees are guaranteed job protection upon return from Paid Family Leave. For purposes of the Paid Family Leave program, job protection is defined as returning your employee to the same or a comparable job. Employees are also guaranteed continuation of health insurance while out on Paid Family Leave.

When does a new employer have to provide Paid Family Leave insurance coverage?

A new employer that has had 1 or more employees on each of at least 30 days in any calendar year is required to provide Paid Family Leave insurance coverage upon the expiration of four weeks after that 30th day of such employment.

When will new employees be eligible for Paid Family Leave?

A new employee becomes eligible for Paid Family Leave benefits 26 weeks from the date they were hired. If the new employee is part-time, they become eligible after working 175 days.

Where do I obtain a Paid Family Leave policy?

Employers should contact their current New York Disability Benefits carrier to learn more about adding Paid Family Leave coverage. If you renew or start New York State Disability Benefits in 2017, **benefits won't start any earlier than January 1, 2018.**