



SEPTEMBER 7, 2018

2019 New York Paid Family Leave Employee Contribution and Benefit Levels Released

On August 31, 2018, the New York State Department of Financial Services (“DFS”) released the 2019 Paid Family Leave (“PFL”) premium rate as well as maximum employee contribution for coverage. https://www.dfs.ny.gov/insurance/pfl/dec_prem_rate_2019.pdf. Notably, the DFS also announced that the PFL benefit rate will increase to 55%, an increase that could have been delayed at DFS discretion. Listed below are the 2019 PFL changes to take effect beginning January 1, 2019, compared to the current PFL benefit rate, premium rate, and maximum annual employee contribution for 2018.

2018 and 2019 PFL Program Comparison

	Weeks of PFL Available	Statewide Weekly Wage	Benefit Rate	Maximum Weekly Benefit	Premium Rate	Maximum Annual Employee Contribution
2018	8	\$1305.92	50%	\$652.96	0.126%	\$85.56
2019	10	\$1357.11	55%	\$746.41	0.153%	\$107.97

Takeaway for Employers

In anticipation of the changes beginning January 1, 2019, employers should coordinate with their payroll providers to make sure the new premium rate will be applied. Additionally, employers will need to update any written employment policy documents to the extent that they include specific PFL benefit or deduction levels.

If you have any questions regarding this alert, or any other issue, please do not hesitate to contact us.