

NEW YORK PAID FAMILY LEAVE (PFL)



BOND with a child



CARE for a family member



ASSIST military families



Paid Family Leave may also be available for use in situations when you or your minor dependent child are under an order of quarantine or isolation due to COVID-19. See [PaidFamilyLeave.ny.gov/COVID19](https://www.paidfamilyleave.ny.gov/COVID19) for full details.



PFL Benefits

67% Wage Benefits

Receive 67% of your average weekly wage, up to a cap.



Up to 12 Weeks of Leave

Can be taken all at once, or in full-day increments.



Strong Protections

- ✓ Return to same or comparable job.
- ✓ Continued health insurance.
- ✓ No discrimination or retaliation.



How to Request PFL

Give 30 days' notice to your employer, if foreseeable.

Complete request forms and submit to your employer's insurance carrier.

Carrier pays or denies benefits within 18 days of receiving your completed request.



Who Can Request PFL?

Generally, Employees Who:

- ✓ Work for a private employer in New York State, or a public employer who has opted in.
- ✓ Meet the time-worked requirements:
 - Full-time (regularly work 20 or more hours/week), after 26 consecutive weeks of employment.
 - Part-time (regularly work fewer than 20 hours/week), after 175 working days.



Resources

[PaidFamilyLeave.ny.gov](https://www.paidfamilyleave.ny.gov)

Visit the website for more information and to download PFL request forms.

844-337-6303

Call the toll-free PFL Helpline 8:30 a.m. to 4:30 p.m. Monday – Friday



STRONG FAMILIES, STRONG NEW YORK



Paid Family Leave

Employee Notice of Paid Family Leave Payroll Deduction for 2024



**Paid Family
Leave**

Employee Name _____

Employer Name _____

New York's Paid Family Leave provides employees with job-protected, 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 is deployed abroad on active military service. Paid Family Leave may also be available for use in situations when an employee or their minor dependent child is under an order of quarantine or isolation due to COVID-19. See PaidFamilyLeave.ny.gov/COVID19 for full details.

Employees pay for these benefits through a small payroll deduction, which is a percentage of their wages up to a cap set annually. **The 2024 payroll contribution is 0.373% of an employee's wages each pay period and is capped at an annual maximum of \$333.25.** Employees earning less than the New York State Average Weekly Wage (\$1,718.15 per week), will have an annual contribution amount less than the cap of \$333.25, consistent with their actual weekly wages.

Based on your average pay period earnings of \$ _____.

your estimated pay period deduction will be: \$ _____.

Note: This deduction may fluctuate pay period to pay period, depending on your hours worked.

**For more information, visit PaidFamilyLeave.ny.gov or call the
Paid Family Leave Helpline for assistance at (844) 337-6303.**