

IN-THE-LOOP



June 7, 2017

NYS Sets Weekly Contribution Rate Under PFLA

The New York State Department of Financial Services recently announced the amount of the weekly contribution rate for employees pursuant to the New York Paid Family Leave Act (PFLA). This Act phases in beginning January 1, 2018.

The weekly contribution rate effective 1/1/18 is 0.126% of the employee's weekly wage, capped at New York State's average weekly wage of \$1,305.92. The maximum possible contribution is \$1.65 per week in 2018. These amounts are subject to increase in future years.

Who is Subject to PFLA?

Virtually every full-time or part-time private employee in New York State will be eligible for Paid Family Leave. Participation in the program is not optional for private employees.

However, for public employees, an employer may opt into the program (it is not mandatory for a public sector employer to offer paid family leave). Public employees who are represented by a union may be covered if Paid Family Leave is collectively bargained. The State defines public employee as *someone who does work for the State, any political subdivision of the state, a public authority or any governmental agency or instrumentality.*

An employee must be employed full-time for 26 weeks or part time for 175 days to be eligible for a Paid Family Leave Benefit.

More Information

For more details on PFLA, including eligibility, benefits and an FAQ, please click on the link below:

[NYS Paid Family Leave: How It Works](#)

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