

PFL- 2019 Claims Benefit Changes

The New York Paid Family Leave coverage rates and benefits will change throughout the planned four year roll out. Below are the changes for 2019.

Benefits Increase Through 2021		
Year	Weeks of Leave	Benefit
2018	8 weeks	50% of employee's AWW, up to 50% of SAWW
2019	10 weeks	55% of employee's AWW, up to 55% of SAWW
2020	10 weeks	60% of employee's AWW, up to 60% of SAWW
2021	12 weeks	67% of employee's AWW, up to 67% of SAWW

(State Average Weekly Wage – SAWW)

As of March 31, 2018, the New York State Average Weekly Wage (NYSAWW) is \$1357.11.

2019 NY Paid Family Leave contribution and premium rate is 0.153% of an employee's gross wages per pay period not up to and not to exceed an annual maximum employee contribution of \$107.97. The NY Paid Family Leave benefit payments equal 55% of the employee's average weekly wage, not to exceed the statewide average weekly wage of \$1,357.11. Thus making the maximum benefit payment of \$746.41.

FAQs

Q If my leave starts in 2018 and continues into 2019 do I get an extra two weeks added to my claim on 1/1/2019?

A No- As eligibility depends on the first day your leave begins. If your first day of PFL starts on or before 12/31/2018 then the State regulations only allow for 8 weeks of leave.

Q If my leave starts in 2018 and continues into 2019, do I receive the additional 5% to my benefit pay on 1/1/2019?

A No- As eligibility depends on the first day your leave begins. If your first day of PFL starts on or before 12/31/2018 then the State regulations only allow for up to 50% of the SAWW.

Q If I already exhausted my PFL benefit from 2018 when do I become eligible for a 2019 PFL benefit for a different claim?

A Eligibility is based on a rolling calendar year and that year begins the first day of your leave.

- Example: If an employee's PFL claim starts paying on October 22, 2018 then that employee is not eligible for the increased 10 weeks of leave until October 22, 2019.
- Example: An employee takes intermittent care leave starting December 5, 2018 and uses only 6 weeks of leave between December 5, 2018 and July 7, 2019. This employee is still entitled to utilize 2 weeks of PFL until December 5, 2019 for this caring for a family member claim. On December 5, 2019 their 10 weeks of leave becomes available for any NEW claims.

From the NY State WC Board Site <https://paidfamilyleave.ny.gov/paid-family-leave-frequently-asked-questions>

Is Paid Family Leave based on the calendar year or rolling calendar?

Paid Family Leave is based on a rolling 52-week period. You can use up to eight weeks of Paid Family Leave in 2018, 10 weeks in 2019 and 2020, and 12 weeks in 2021. The number of weeks for which you are eligible depends on when you begin your period of leave. For example, if an employee takes bonding leave beginning in November 2018, the employee will be eligible for eight weeks of leave. The employee will be eligible for 10 weeks of leave beginning in November 2019.

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