New York Paid Family Leave (PFL) Law
2020 Update

New York Paid Family Leave (PFL) is job-protected paid time away from work that employees may take:

- to take care of a seriously ill family member;
- to bond with a newborn, adopted, or foster child; or
- for military exigency (as defined by Federal Family Medical Leave Act (FMLA)).

New York’s Disability Benefits Law (DBL) was amended to include paid family leave for New York workers beginning January 1, 2018. Employees with non-occupation disabilities will remain eligible for DBL.

How much does NY PFL cost?
For 2020, the contribution rate is 0.270% of an employee’s weekly wage up to and not to exceed the Statewide Average Weekly Wage (SAWW). The annualized SAWW is $72,860.84. The 2020 maximum contribution for any one individual is $196.72.

Employers are encouraged to work with their payroll departments/payroll vendors to make any necessary adjustments for 2020.


When the leave begins in 2019, but continues into 2020, what benefit schedule applies?
The benefit percentage, the maximum benefit, and the leave duration is determined by the first date of leave. For example, if the leave began on December 31, 2019, the benefit would be 55% of the employee’s average weekly wage up to $746.41 for up to 10 weeks.

For more information, please go to [https://paidfamilyleave.ny.gov/](https://paidfamilyleave.ny.gov/) or contact your Prudential representative.

Benefits at a glance
Eligible employees will receive benefits as noted below:

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Benefit Amount</th>
<th>Maximum Benefit</th>
<th>Duration of Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2018</td>
<td>50% of AWW</td>
<td>50% of SAWW ($1,305.92) or $652.96</td>
<td>Up to 8 Weeks</td>
</tr>
<tr>
<td>January 1, 2019</td>
<td>55% of AWW</td>
<td>55% of SAWW ($1,357.11) or $746.41</td>
<td>Up to 10 Weeks</td>
</tr>
<tr>
<td>January 1, 2020</td>
<td>60% of AWW</td>
<td>60% of SAWW ($1,401.17) or $840.70</td>
<td>Up to 10 Weeks</td>
</tr>
<tr>
<td>January 1, 2021 and thereafter</td>
<td>67% of AWW</td>
<td>67% of SAWW</td>
<td>Up to 12 Weeks</td>
</tr>
</tbody>
</table>

Notes:
- For 2020, the Statewide Average Weekly Wage (SAWW) as determined by the New York Department of Labor is $1,401.17.
- The duration of benefits may not exceed 26 weeks in a consecutive 52-week period when combined with DBL.
- Employees may not receive DBL and PFL concurrently.

This document is for informational purposes only and is not intended to provide legal advice or substitute for the compliance obligations of clients, brokers, or other non-Prudential employees. The information provided is accurate as of the date provided, and may change over time.

Group Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. ©2019 Prudential Financial, Inc. and its related entities. Prudential, the Prudential logo, and the Rock symbol are service marks of Prudential Financial, Inc. and its related entities, registered in many jurisdictions worldwide.

GL.2019.235