



Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

Stay up to date with the latest in paid leave legislation with **Leave and Absence Management Solutions from Unum.**

Who is covered?

Employer coverage

- All employers are covered
- The disability insurance carrier must administer PFL, or the employer can self-insure

Employee eligibility

Employees who work a regular schedule of this many hours per week...	... are eligible for NY PFL after this much time
20 or more	26 consecutive weeks
Less than 20	175 days

Reasons for leave

- To care for a family member with a serious health condition (child any age, spouse, domestic partner, parent, parent-in-law, grandparent, grandchild)
- To bond with a new child due to birth, adoption or foster-care placement within the first year of the child’s birth or placement
- For qualifying military events related to a family member on active military duty (same qualifying exigency reasons as for FMLA)

The employer is not required to permit more than one employee to use same period of PFL to care for same family member

Benefit amount

NY PFL will be phased in over four years. These are the benefit levels for 2019:*

Maximum annual leave duration

- **Weekly leave:** 10 weeks within a 52-consecutive-week period
- **Daily leave:** Based on the average number of days per week the employee worked for the 8-week period prior to leave. After the law is fully implemented, leave will be capped at 60 days per year if the employee is scheduled 5+ days per week.
- **Combined PFL and disability leave duration** cannot exceed 26 weeks within a 52-week period

Pay during leave

- **Weekly benefit rate:** Starting in 2019, 55% of employee’s wage, or state average weekly wage, whichever is less, up to a maximum of \$746.41. See “Other protections and provisions.”
- **Daily benefit rate:** Employee’s average weekly wage divided by the average number of scheduled days per week

*The 2019 benefit rate and amount of leave apply to events that begin after January 1, 2019.

Other protections and provisions

- This law provides job protection
- No waiting period applies
- Payment does not cover partial intermittent absences

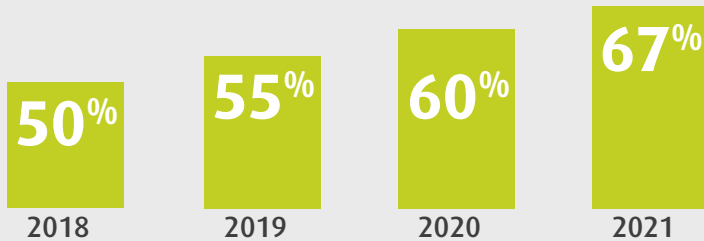


New York Paid Family Leave

Paid Family Leave starts January 2018 and phases in over four years



Benefits provide the employee a percentage of their average weekly wage



Frequently Asked Question:

If I start my continuous leave in 2018, and it extends into 2019, am I eligible for the benefits at the 2019 rate and an extra two weeks?

You get the benefit rate and number of weeks in effect on the first day of your leave. So in this case, you would get the 2018 leave benefit amount and the 2018 leave duration.



With Unum Leave and Absence Management Solutions, you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

To learn more, visit unum.com/fmla or contact your Unum Sales Representative.