

New York Paid Family Leave



Effective Jan. 1, 2018

Effective Jan. 1, 2018, most private New York state employers are required to offer Paid Family Leave to eligible employees. Paid Family Leave provides wage replacement and job protection for employees who take time off work to bond with a new child, care for a family member with a serious health condition, or assist when a family member is deployed abroad on active military duty.

Benefits

Leave is completely employee-funded in the form of payroll deductions, and Cast & Crew began taking deductions Jan. 1, 2018. In 2019, the deduction rate is 0.153 percent of the employee's gross wages, with an annual maximum of \$107.97. Benefits are phased in over four years. In 2019, employees are eligible for up to 10 weeks of paid leave at a rate of 55 percent of their average weekly wage.¹ By 2021, employees will be eligible for 12 weeks of paid leave at a rate of 67 percent of their weekly wage.²



Eligibility

Employee eligibility is measured by length of employment: employees whose regular work schedule is 20 or more hours per week become eligible after 26 consecutive weeks of employment, and employees whose regular work schedule is fewer than 20 hours per week become eligible after 175 days of employment. Employees who will never meet the eligibility requirements can waive out of Paid Family Leave. Waiver is automatically revoked if an employee later meets eligibility requirements and the employer may at that point begin making deductions, including any retroactive amounts due.

For more information, please visit our FAQ on the Cast & Crew Forms & Resources webpage. Additional information is also available on the New York Paid Family Leave website [here](#).

¹ Capped at 55 percent of the annualized New York State Average Weekly Wage. The New York Department of Labor publishes this rate Sept. 1 each year. For 2019, the cap is \$746.41.

² Capped at 67 percent of the annualized New York State Average Weekly Wage.