



NEW YORK PAID FAMILY LEAVE INSURANCE CAMPAIGN

FACT SHEET WRITTEN AND PREPARED BY A BETTER BALANCE

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At a Glance: The New York State Paid Family Leave Insurance Act

The Paid Family Leave Insurance Act (A. 1793-B / S. 4742-B) will provide workers in New York State with up to 12 weeks of paid leave a year to bond with a new child, care for a seriously ill family member, or address certain issues arising from a family member's military service.

- **Paid family leave insurance (PFLI) will make it easier for parents—both mothers and fathers—to care for newborn or newly adopted children without undue financial hardship.**
- **PFLI will provide crucial support when a family member becomes seriously ill.** PFLI will be available to care for a seriously ill child, spouse, domestic partner, parent, grandchild, grandparent, sibling, or the parent of a spouse or partner.
- **PFLI will help military families during times of need.** Workers will be able to use PFLI to address certain legal, financial, and childcare issues related to the military service of a spouse, domestic partner, child, or parent.
- **PFLI will not create new administrative requirements on business.** PFLI will become a part of New York's Temporary Disability Insurance (TDI) program, in place since 1950. By using a long-standing, familiar insurance system, implementation of the PFLI program will create no administrative changes for New York businesses.
- **The proposed legislation will provide meaningful financial security to working families.** Workers will receive two-thirds of their average weekly wage while taking PFLI, up to a maximum benefit level. This maximum benefit level will be raised in steps over four years until it equals 50% of the statewide average weekly wage. The proposed bill will also modernize New York's TDI system by raising the TDI benefit level for the first time in 25 years.
- **Employers' payroll costs will not be affected by PFLI.** The weekly PFLI benefit will be financed solely through employee payroll deductions of up to 45 cents a week in the first year. In subsequent years, New York's Superintendent of Financial Services will determine the amount of employee contributions based on the cost per worker of providing PFLI through the state insurance fund. The cost of raising the TDI benefit level will continue to be shared, as in the current TDI program, by both workers and employers.
- **A PFLI program will save employers money.** PFLI will benefit employers by lowering turnover, boosting productivity, and enhancing employee morale. PFLI will not interfere with businesses that already provide paid family leave and will help to offset existing costs. As in the TDI program, employers will be able to provide PFLI through the state insurance fund, or they may provide benefits through a private insurer or as a self-insurer and receive reimbursement for some of their costs.
- **PFLI will help to make small businesses more competitive.** PFLI will ensure that all workers can receive paid family leave regardless of the size of their company. Small businesses often cannot afford to provide the same paid leave benefits as larger companies, and they lose valuable workers as a result.
- **Employers can require notice and proof of the need for leave.** The proposed PFLI program will provide for written notice and proof requirements related to a worker's need to take leave.
- **Workers will be protected when they take PFLI.** Workers will have job protection during their leave, ensuring they can use their PFLI benefits without fear of discrimination or job loss.
- **PFLI has proven successful in other states.** California, New Jersey, and Rhode Island have successfully integrated PFLI into their TDI programs. PFLI is substantially benefitting workers and businesses in those three states.