

Paid Family Leave

New York State's Paid Family Leave Law (the "PFL" Law) provides employees with paid time off to (i) care for or bond with a child during the first 12 months after the child's birth, adoption, or placement with the employee in foster care; (ii) provide physical or psychological care to a family member with a serious health condition; or (iii) attend to a qualifying exigency arising out of the fact that the spouse, domestic partner, child, or parent of the employee is on active duty in the U.S. Armed Forces, or has been notified of an impending call or order to active duty. The PFL Law provides that its benefits are to be phased in over time. As of January 1, 2020, eligible employees may take up to 10 weeks of leave during a 52-week period and receive the lower of 60% of their average weekly wage or the state's average weekly wage (which is currently \$1401.17).