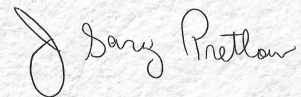


Dear Neighbor,

I'm sharing exciting news: New York State's nation-leading Paid Family Leave program is even better in 2025. The maximum weekly benefit has increased, and the employee paycheck contribution percentage has dropped. At a time when families across the country face higher prices and tighter budgets, the program makes it easier for workers to take care of their loved ones and still pay the bills. Whether you're caring for an elderly parent, welcoming a new child or holding down the home front while a loved one is deployed, I urge you to learn about your rights and benefits under NYS Paid Family Leave.

As always, please let me know if you have questions or concerns about this or any other matter.

Sincerely,



J. Gary Pretlow
Member of Assembly



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New York's Paid Family Leave Program:

Updated Benefits for 2025



Courtesy of Assemblyman
J. Gary Pretlow

For more information on New York State Paid Family Leave



Paid Family Leave Helpline

(844) 337-6303
Monday through Friday
8:30 a.m. to 4:30 p.m.

Website:

Visit paidfamilyleave.ny.gov/2025 for a complete description of benefits, eligibility and more. Leave request forms are also available for download.

Additional Questions

My baby was born in 2024; can I wait until 2025 to take Paid Family Leave?

Yes, if you remain an eligible, covered employee you can take Paid Family Leave at any time within the first 12 months of a child's birth, adoption or foster care placement in your home.

I took 12 weeks of Paid Family Leave last year; am I eligible for Paid Family Leave this year?

You may take up to 12 weeks of Paid Family Leave in every 52-week period. If you used the full 12 weeks of leave, the next time you would be eligible to take Paid Family Leave for another qualifying event is one year from your first day of leave.

What will be my weekly benefit?

Employees taking Paid Family Leave receive 67% of their average weekly wage, up to a maximum weekly benefit of \$1,177.32. The chart inside provides examples of weekly benefits, or you can visit paidfamilyleave.ny.gov/PFLbenefitscalculator to get an estimate of your benefit amount.



What is New York State Paid Family Leave?

Since its launch in 2018, NYS Paid Family Leave has improved the lives of hundreds of thousands of working New Yorkers and their families. Eligible employees can take up to 12 weeks of paid time off to bond with a new child, care for a family member or assist at home while a loved one is deployed on active military service. Leave can be taken all at once or one day at a time.

2025 NYS Paid Family Leave

Employees on family leave receive 67% of their average weekly wage, up to 67% of the current New York State Average Weekly Wage (NYSAWW). For 2025, the NYSAWW is \$1,757.19, which provides a maximum weekly benefit of \$1,177.32 – \$26.16 more than the maximum weekly benefit in 2024. Additionally, the employee paycheck deduction, which funds the program, is set at 0.388%. The maximum annual contribution will now be \$354.53.

NYS Paid Family Leave Protections

Employees shouldn't have to choose between their job or caring for a loved one. With some of the nation's strongest worker protections, this program prohibits employers from discriminating or retaliating against workers who take paid family leave. NYS Paid Family Leave also guarantees:

- employees can return to the same job (or a comparable one) upon return from leave; and
- employees can keep their same health insurance policy terms while on leave.

Am I Eligible?

Most full-time and part-time employees who work in New York State are eligible to take paid family leave after meeting minimum time-worked requirements. Full-time employees who work a regular schedule of 20 or more hours per week are eligible after 26 consecutive weeks of employment. Part-time employees who work less than 20 hours per week are eligible after working 175 days, which do not need to be consecutive. Self-employed individuals can also take advantage of the program by voluntarily opting in. Citizenship and immigration status are not factors in determining eligibility.

Qualifying Events for Leave

- **New Child:** You can take Paid Family Leave at any point during the 12 months following the birth, adoption or fostering of a child.
- **Serious Family Illness:** You can take Paid Family Leave to assist a family member with a serious health condition.¹ Qualifying family members now include spouses, domestic partners, children/stepchildren, parents/stepparents, parents-in-law, grandparents, grandchildren and biological, adopted, half- or stepsiblings. Family members can live outside the state, or even outside the country.
- **Military Deployment:** You can take Paid Family Leave to assist when your spouse, domestic partner, child or parent is deployed abroad on active military service or has been notified of an impending deployment.
- **COVID-19 Quarantine:** In some circumstances, Paid Family Leave may be used when you or your minor dependent child are under quarantine or isolation due to COVID-19. Visit paidfamilyleave.ny.gov/COVID19 for more information.

How to Take Paid Family Leave

- **Notify your employer** at least 30 days before your leave will start, or as early as possible
- **Complete leave request forms** and submit them to your employer's insurance carrier within 30 days after the start of your leave
- **Carrier pays** or denies benefits within 18 days after receiving your request

Paid Family Leave Benefits Examples

Worker's Average Weekly Wage	Weekly PFL Benefit*
\$600	\$402
\$1,000	\$670
\$2,000	\$1,177.32

*The weekly PFL benefit is capped at \$1,177.32 (67% of the NYSAWW)

¹paidfamilyleave.ny.gov/paid-family-leave-family-care