

Changes to Paid Family Leave in 2020

Effective Jan. 1, 2020, there are changes to the New York State Paid Family Leave benefit.

The number of weeks eligible employees can take remains at 10 weeks of job protected, paid time off to bond with a new child, care for a family member with a serious health condition or assist loved ones when a family member is deployed abroad on active military service. The number of weeks eligible employees can take will continue to rise through 2021, at which time employees will be able to take up to twelve (12) weeks of job-protected, paid time off.

In 2020, the benefit increases from 55% to 60% of the employee's average weekly wage, up to a cap of 60% of the current Statewide Average Weekly Wage of \$1,401.17. The maximum weekly benefit for 2020 is \$840.70.

You are required to update your PFL policies reflecting the 2020 changes. You can find model language on the NYS Paid Family Leave website, in the Employer Resources section.

[Click here](#) for important reminders about Paid Family Leave within the UNY Conference.

If you have questions, contact Tracy Rickett, UNY Human Resources Generalist, at (315) 898-2017 or tracyrickett@unyumc.org. You may also contact Guardian directly at 1-800-268-2525.

Important Reminders regarding Paid Family Leave

The Conference will continue to provide coverage under the group disability plan via Guardian and pay the premium.

Churches should not purchase their own coverage.

No employee contributions are to be withheld from pay and churches will not be billed.

Churches are responsible for their own claim administration as they are with disability claims.

Claim forms are available [here](#).

If you have a payroll vendor that manages payroll, please contact them with this information and verify they will not take deductions in 2020. It is recommended that you check your pay journals the first few months to ensure that they do not add the deductions.

If you have additional questions on the New York State Paid Family Leave benefit, please contact Tracy Rickett, Human Resources Generalist, at (315) 898-2017 or tracyrickett@unyumc.org. You may also contact Guardian directly at 1-800-268-2525.