Legal Update

New York

New York PFL Contribution and Benefit Rates to Increase in 2027

New York state has published updates for 2027 on its paid family leave (PFL) website. Both the employee contribution rate and the maximum weekly benefit for the program will increase from the 2026 rates.

New York PFL is fully funded by employees through payroll deductions. Employers are not required to contribute.

Increase in Employee Contribution Rate

Beginning Jan. 1, 2027, employees will contribute 0.452% of their gross wages per pay period to the PFL program, up from 0.432% in 2026.

The maximum annual contribution for 2027 is $451.81.

The state has updated its Employee Notice of Paid Family Leave Payroll Deduction for 2027.

Increase in Maximum Weekly Benefit

Employee compensation during PFL is 67% of the employee's average weekly wage, up to a cap of 67% of the current New York state average weekly wage.

The 2027 state average weekly wage has been calculated as $1,922.25, making the maximum weekly benefit for 2027 **$1,287.91**, up from $1,228.53 in 2026.

Paid Family and Medical Leave

New York's PFL law provides eligible employees with up to 12 weeks of PFL. PFL coverage is typically added as a rider to an employer's existing disability insurance policy. Leave may be used for:

- Caring for a family member with a serious health condition;
- Birth, adoption or fostering of a child; or
- A spouse's, domestic partner's, child's or parent's active military duty or impending active military duty.

"Family member" is defined expansively and includes siblings, among others.

Next Steps for Employers

New York employers may want to review their payroll systems to ensure they are ready to implement the change in withholding when it takes effect Jan. 1. They may also consider reviewing their employee handbooks, employee notices and other written policies to reflect the new PFL rates for 2027.

Highlights

New York's PFL contribution and benefit rates will increase in 2027 as follows:

- The employee contribution rate will be 0.452% of gross wages per pay period; and
- The maximum weekly PFL benefit for 2027 will be $1,287.91.

The increases go into effect Jan. 1, 2027.

Provided by **Employco USA, Inc.**

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