

NEW YORK

New York Publishes 2023 Paid Family Leave Rates

New York state has published Paid Family Leave (PFL) updates for 2023 on its [website](#) for the program. The employee contribution rate will decrease, while the maximum weekly PFL benefit will increase as a result of an increase in the state average weekly wage.

Increase in Maximum Weekly Benefit Cap

Employee compensation for 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 2023 state average weekly wage has been calculated at \$1,688.19, making the maximum weekly benefit **\$1,131.08**. This is \$62.72 more than the maximum weekly benefit for 2022.

Decrease in Employee Contribution Rate

In 2023, employees will contribute 0.455% of their gross wages per pay period to the PFL program, down from 0.511% in 2022. The maximum annual contribution for 2023 is \$399.43 (\$24.28 less than in 2022).

Paid Family and Medical Leave

New York's [paid family leave law](#) provides eligible employees with up to 12 weeks of PFL, funded entirely through employee paycheck deductions. PFL coverage is typically added as a rider on 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 a child;
- A spouse's, domestic partner's, child's or parent's active military duty or impending active military duty; or
- Certain COVID-19-related reasons.

"Family member" is defined expansively and includes siblings as of Jan. 1, 2023.

Provided to you by **Employco USA, Inc.**

Highlights

- Weekly employee pay for New York state PFL leave will be capped at \$1,131.08 in 2023, an increase from 2022.
- The 2023 employee contribution rate for PFL will be 0.455% of gross wages, a decrease from 2022.
- The maximum annual employee contribution for PFL in 2023 will be reduced to \$399.43.

For 2023, employee contributions are decreased while compensation is increased.