



New York State Modifies Paid Family Leave

Issued date: 12/02/21

On November 1, 2021 Governor Kathy Hochel signed legislation to expand the definition of a family member to include siblings under New York Paid Family Leave (“NYPFL”).

- Effective January 1, 2023 eligible employees will be able to take job-protected NYPFL to care for a sibling.
- The legislation defines a sibling as a biological or adopted sibling, a half-sibling or step-sibling.
- A family member continues to include a child, parent, grandparent, grandchild, spouse, or domestic partner for whom NYPFL may be taken.

NYPFL is currently available to most eligible employees who work for private New York State employers to bond with a new child through birth, adoption or foster care placement, care for a family member with a serious health condition, or assist loved ones when a spouse, domestic partner, child or parent is deployed abroad on active military service.

As a reminder, eligible employees may receive up to 12 weeks of partial pay (67% of average weekly wages) to the state maximum weekly benefit. For 2022, the state maximum weekly benefit has been set at \$1,068.36.