New York State Paid Family Leave

In 2016, Governor Cuomo signed into law the New York State Paid Family Leave (NYPFL) policy that requires employers to offer paid leave for eligible staff members to bond with a new child, care for a family member with a serious health condition, or for a qualifying military exigency.

Explanation of new Paid Family Leave benefit

New York State’s timeline called for a phased rollout over four years, with the benefit level starting at 8 weeks, 50 percent pay in 2018, and reaching 12 weeks, 67 percent pay in 2021. Cornell will launch the program in January at the year-four level.

- New York State required benefit for 2018: 8 weeks of leave at 50 percent of pay.
- Cornell University benefit for 2018: 12 weeks of leave at 67 percent of an employee’s average weekly wage.

Eligibility and deductions

- Employees who work 20 or more hours per week are eligible to request the leave after 26 weeks of employment.
- Employees who work less than 20 hours per week are eligible to request the leave after 175 days worked (not consecutive days employed).

New York State specified that the Paid Family Leave Program is employee-funded, and that employers shall collect an employee contribution through a payroll deduction determined annually by the New York State Department of Financial Services. In 2018, the rate will be 0.126% of an employee’s average weekly wage, capped at $1.65 per week. The State allowed employers to begin deductions as early as July 1, 2017. Cornell has chosen to begin deductions in mid-November, after an automatic enrollment process.

Request for New York Paid Family Leave Benefits

All items on this form must be completed and submitted at least 30 days in advance of the requested leave. If less than 30 days advance notice is being given, an explanation must be provided. Additional forms and supporting documentation will be required depending on the type of leave being requested. These forms will be provided once the PFL Request Form has been received.

Bonding Leave: Birth, adoption, or foster of a child with New York Paid Family Leave

The total time afforded to both parents for leave remains the same, but the paid period increases from 4 weeks to 12 - and is provided at a higher rate - and in turn, the unpaid time decreases from 12 weeks to 4.

Check out our comparison graphic to see how the new bonding leave program under NYPFL matches up to the prior parental leave policy.
Birth parent

New: Parental Leave program under NY Paid Family Leave

- New: Parental Leave program
  - $500
  - 2 weeks

- New: Parental Leave program
  - $500
  - 12 weeks

- New: Parental Leave program
  - 50% of salary
  - 12 weeks

- New: Parental Leave program
  - 70% of salary
  - 12 weeks

- New: Parental Leave program
  - 90% of salary
  - 12 weeks

- New: Parental Leave program
  - Full salary
  - 12 weeks

Previous Parental Leave Policy

- New: Parental Leave program
  - $500
  - 2 weeks

- New: Parental Leave program
  - $500
  - 12 weeks

- New: Parental Leave program
  - 50% of salary
  - 12 weeks

- New: Parental Leave program
  - 70% of salary
  - 12 weeks

- New: Parental Leave program
  - 90% of salary
  - 12 weeks

- New: Parental Leave program
  - Full salary
  - 12 weeks