

# compliance ALERT

## New York Paid Family Leave Premium Rates Set for 2022

October 4, 2021

The New York Department of Financial Services (DFS) recently [announced](#) the 2022 premium and contribution rates for New York Paid Family Leave (NYPFL) benefits.

The premium rate for coverage beginning January 1, 2022, remains at the same level as the premium rate applicable for 2021 and will be 0.511% of an employee's gross wages each pay period up to the maximum annual contribution of \$423.71. This maximum annual employee contribution is equivalent to 0.511% of the statewide average weekly wage of \$1,594.57 (annualized to \$82,917.64).

Premiums should be withheld from an employee's gross wages until the annual contribution cap of \$423.71 is reached, and if this occurs prior to the end of the calendar year, then the employee is not responsible for making any additional contributions for the remainder of the calendar year.

### What are the Leave Benefits in 2022?

Effective January 1, 2022, employees will be entitled to up to 12 weeks of leave at 67% of their average weekly wage, capped at \$1,068.36 per week, or 67% of the statewide average weekly wage of \$1,594.57. This represents a monetary increase of \$96.75 from 2021. The duration of the leave benefits (12 weeks) remains the same as for 2021.

### What are the Reasons to Take New York Paid Family Leave?

Eligible employees are entitled to paid leave from work for:

- Providing care, including physical or psychological care, to their family members due to a family member's serious health condition;
- Bonding with their newborn children during the first year of the child's life, or in the case of adoption or foster care placement, for the first year after the placement of a child with the employee; and
- Any qualifying reason provided for under the federal Family and Medical Leave Act arising from the employee's child, parent, spouse, or domestic partner being on active military duty, or being notified of an impending call or order to active military duty.

### What Do Employers Need to Do Now to be Prepared for the Premium Rate Change?

Employers should do the following to be prepared for next year's premium rate change:

- If your organization collects contributions from payroll deductions, ensure that the deduction amount for the premium contributions will be updated—specifically, you should begin working with your insurance carrier, payroll provider and other vendors now to make sure that they will be updating their internal systems to reflect this change;
- Check with your organization's insurance carrier to make sure that it is following the required process with the state of New York to update their policy forms to reflect the premium rate change;
- Communicate the upcoming change in deduction amounts to employees; and
- Review your insurance, benefits, leave of absence, paid time off and other relevant policies now to ensure that they remain compliant with the updated contribution structure for 2022. ■

**If you have any additional questions, please call your Corporate Synergies Account Manager or 866.CSG.1719.**