

Comparison of Proposals on Paid Family Leave (PFL): February 16, 2016

	Nolan/Addabbo Bill	Governor's Bill	IDC Bill
How long can a worker take leave?	Up to 12 weeks	Up to 12 weeks	Up to 12 weeks
What purposes can a worker take leave for?	(1) Bond with new child – birth, adoption or foster; (2) Care for a seriously ill family member; (3) Address issues arising from a family member's military service	(1) Bond with new child – birth, adoption or foster; (2) Care for a seriously ill family member; (3) Address issues arising from a family member's military service	(1) Bond with new child – birth, adoption or foster; (2) Care for a seriously ill family member
What family members can a worker take leave to care for?	Child, spouse, domestic partner, parent, grandchild, grandparent, sibling, or the parent of a spouse or partner	Child, spouse, domestic partner, parent, grandchild, grandparent, sibling, or the parent of a spouse or partner	Child, spouse, domestic partner, parent, grandchild, grandparent, or mother/father of a partner
Can a worker be excluded because of his/her employer's size?	No	No	No
Does the employer have to hold a worker's job?	Yes, for up to 12 weeks for all covered workers	Yes, for up to 12 weeks for all covered workers	Yes, for up to 12 weeks for all covered workers
What percentage of their average weekly wage (AWW) will workers receive in benefits?	2017 on: 2/3 of AWW	2018: 50% of AWW 2019: 55% of AWW 2020: 60% of AWW 2021 on: 67% of AWW	2017: 2/3 of AWW 2018: 70% of AWW 2019: 75% of AWW 2020 on: 80% of AWW
What is the maximum weekly benefit as a percentage of the statewide average weekly wage (SAWW)?*	2017: 35% of SAWW 2018: 40% of SAWW 2019: 45% of SAWW 2020 on: 50% of SAWW	2018: 50% of SAWW 2019: 55% of SAWW 2020: 60% of SAWW 2021 on: 67% of SAWW	2017: 35% of SAWW 2018: 40% of SAWW 2019: 45% of SAWW 2020 on: 50% of SAWW
How is PFL funded?	100% employee paid	100% employee paid	100% employee paid
Would PFL use the existing Temporary Disability Insurance (TDI) structure?	Yes	Yes	Yes
Would the level of TDI benefits be raised?	Yes, to the same level as paid family leave benefits	No	No

* As reported by the Department of Labor, the NY Statewide Average Weekly Wage is currently \$1,266.44.