

New York State Paid Family Leave coverage saw incremental benefit, coverage, and premium increases over the initial four years, with 2021 seeing the final phase of the tiered PFL implementation. Below is a summary of the annual premium and benefit statistics from 2023 through 2026:

NEW MAXIMUM PFL BENEFIT

The maximum PFL benefit in 2026 remains unchanged at 67% of an employee's average weekly wage, not to exceed 67% of the statewide average weekly wage, which is \$1,833.63 per week. The maximum allowable duration of a PFL claim remains unchanged at 12 weeks.

<u>Year</u>	<u>Benefit %</u>	<u>Maximum Weekly Benefit Payout</u>	<u>Maximum Benefit Duration</u>
2026	67%	\$1,228.53	12 weeks
2025	67%	\$1,177.32	12 weeks
2024	67%	\$1,151.16	12 weeks
2023	67%	\$1,131.08	12 weeks

NEW MAXIMUM COVERED WAGE

The maximum covered wage for PFL employee contributions during 2026 increased to \$95,348.76. All eligible employee wages in 2026, such as commissions, bonuses, tips, and gratuities up to \$95,348.76 are subject to premium charge.

<u>Year</u>	<u>Maximum Annual Covered Wages</u>
2026	\$95,348.76
2025	\$91,373.88
2024	\$89,343.80
2023	\$87,786.88

NEW PREMIUM RATE / MAXIMUM ANNUAL EMPLOYEE CONTRIBUTION

For the second year in a row, the New York State (NYS) market will see a PFL premium rate increase in 2026. Moreover, the maximum annual employee contribution will see an increase.

<u>Year</u>	<u>Premium Rate</u>	<u>Maximum Annual Employee Contribution</u>
2026	0.00432	\$411.91
2025	0.00388	\$354.53
2024	0.00373	\$333.25
2023	0.00455	\$399.43

Please keep in mind that PFL, just like DBL, is required statutory coverage in NYS. PFL premium funds are meant to be paid using employee contributions. Failure to maintain active PFL coverage may result in penalties by NYS.