



NY22-34

TO: New York State Health Benefits Administrators
FROM: Employee Benefits Division
SUBJECT: 2023 New York State Paid Family Leave Updates
DATE: December 20, 2022

This memo details the 2023 changes to the New York State Paid Family Leave (PFL) Program as administered by MetLife for New York State employees. If you are a New York State Health Benefits Administrator whose employees are eligible for PFL through another insurer, please contact your carrier and to find out if these changes are applicable to your population.

Beginning in 2023, eligible employees will be able to take PFL to care for a sibling with a serious health condition. This includes biological siblings, adopted siblings, stepsiblings, and half-siblings. Additionally, the sibling with the serious health condition is not required to reside in New York State or within the country. In prior years, siblings were not listed as an eligible family member who could receive care under Family Care PFL.

The employee premium contribution for 2023 will decrease to 0.455% of gross wages per pay period. The maximum annual contribution for 2023 will be \$399.43, which is \$24.28 less than the maximum annual contribution rate in 2022. Employees who earn less than the New York State Average Weekly Wage (NYSAWW) will contribute less than the annual maximum contribution for PFL benefits.

Eligible employees will continue to receive up to 12 weeks of PFL capped at 67% of the New York State Average Weekly Wage (NYSAWW) of \$1,688.19 for 2023. The maximum weekly benefit will be \$1,131.08, which is an increase of \$62.72 more than the weekly maximum of \$1,068.36 in 2022.

Additional resources, such as the 2023 Wage Benefits Calculator and 2023 Payroll Deduction Calculator can be found at the following websites:

- [New York State Paid Family Leave \(ny.gov\)](https://www.ny.gov)
- [New York State Civil Service Paid Family Leave \(ny.gov\)](https://www.ny.gov)