

Compliance Update



New York State Paid Family Leave benefits and premiums announced for 2021

The New York Paid Family Leave (PFL) rate is increasing from 0.270% to 0.511% of an employee's gross wages, up to an annual maximum of \$385.34 for the 2021 calendar year. The PFL rate is set annually by New York's superintendent of financial services.

The superintendent also announced that the 2021 benefits will increase as scheduled. The weekly benefit percentage will increase from 60% to 67% of the statewide average weekly wage (SAWW).

The maximum benefit duration for the 2021 calendar year has increased from 10 to 12 weeks.

NY PFL benefits

New York's PFL benefits enable eligible employees to take job-protected leave, with partial income replacement for bonding within a year of the birth or placement of a child, to care for a family member with a serious health condition, or for qualifying military exigency. Sun Life's NY statutory policies include both PFL and disability benefits. Disability benefits are payable when the employee is out of work for his or her own disability and are subject to different maximums, durations and premium rates. See your policy for further details.

Next steps

As part of our regulatory obligation, Sun Life will send formal notification of this change to brokers and employers for whom we administer NY PFL.

Employers must update payroll deductions in the first pay period of 2021 (unless the employer voluntarily pays premium on behalf of their employees). Additionally, employers must update premium statements to reflect the new rates.

This is not intended to be and should not be construed as legal advice. Employers are encouraged to consult employment law counsel for legal advice.

In New York, group insurance policies are underwritten by Sun Life and Health Insurance Company (U.S.) Product offerings may not be available in all states and may vary depending on state laws and regulations.

© 2020 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us. GDIBN-8987f SLPC 29848 09/20 (exp. 09/21)