



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

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

Prepared by A Better Balance and New York Civil Liberties Union for the New York Paid Family Leave Coalition. For further information, please contact A Better Balance at 212-430-5982 or New York Civil Liberties Union at 212-607-3375.