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## **Building the Paid Family and Medical Leave New Yorkers Need: [A9479/S8735](#)**

A9479/S8735 updates New York's paid family leave and temporary disability benefits program, and will ensure that pregnant workers can take time off work to keep themselves and their pregnancies healthy, workers with disabilities can stay attached to the workforce while addressing their health needs, and that all workers are truly able to care for themselves and their families without sacrificing their economic security. A9479/S8735 does this by:

### **Raising the Benefit Level for Workers' Own Health Needs**

- A9479/S8735 would **raise the benefit cap** (the maximum amount of money a worker is entitled to receive per week) **for one's own serious health needs** from \$170—where it has been stuck since 1989—to match the paid family leave cap of 67% of the statewide average weekly wage, currently set at \$1,068.36.
- A9479/S8735 would **raise the wage replacement rate** (the percentage of their own income workers receive in weekly benefits) **for one's own serious health needs from 50% of average weekly wages—a relic of the 1949 program enactment**—to match paid family leave's 67% wage replacement rate.

### **Protecting Workers' Jobs During Medical Leave**

- A9479/S8735 would **ensure that New Yorkers have robust employment protections, including the right to return to their job following leave and the right to continuation of their health insurance while they're on leave when they take leave for their own serious health needs**, mirroring the protections already available for those who take paid family leave.

### **Meeting the Needs of Today's Workforce by Creating Portable Paid Family Leave Benefits**

- A9479/S8735 would ensure that **New York's paid family leave benefits are portable—meaning that they are accessible to employees as they move from job to job or face periods of unemployment, and that workers do not lose access to benefits when they leave a particular job** by using the more portable eligibility criteria already used for benefits for one's own serious health needs.
- A9479/S8735 would also **ensure that self-employed workers have a meaningful ability to opt into paid family leave benefits**, just as they do for benefits for their own serious health conditions.