



# LEGAL UPDATE

# NEW YORK

## New York PFL Contribution and Benefit Rates to Increase in 2026

New York state has published paid family leave (PFL) updates for 2026 on its [website](#) for the program. Both the employee contribution rate and the maximum weekly benefit for the program will see increases over the rates for 2025. New York PFL is fully funded by employees through payroll deductions. Employers are not required to contribute.

### Increase in Maximum Weekly Benefit Cap

Employee compensation for PFL is 67% of the employee's average weekly wage, up to a cap of 67% of the current New York state average weekly wage (SAWW). The 2026 state average weekly wage has been calculated as \$1,833.63, making the maximum weekly benefit for 2026 **\$1,228.53**, up from \$1,177.32 in 2025. The total possible maximum benefit to an employee is **\$14,742.36** in 2026.

### Increase in Employee Contribution Rate

Beginning Jan. 1, 2026, employees will contribute **0.432% of their gross wages** per pay period to the PFL program, up from 0.388% in 2025. The maximum annual contribution for 2026 is **\$411.91** (0.432% of the SAWW).

### Paid Family and Medical Leave

New York's [PFL law](#) provides eligible employees with up to 12 weeks of PFL. PFL coverage is typically added as a rider on an employer's existing disability insurance policy. Leave may be used for:

- Caring for a family member with a serious health condition;
- Birth, adoption or fostering of a child; or
- A spouse's, domestic partner's, child's or parent's active military duty or impending active military duty.

"Family member" is defined expansively and includes siblings, among others.

### Highlights

- The weekly employee benefit under New York state PFL will be capped at \$1,228.53 in 2026, an increase from 2025.
- The 2026 employee contribution rate for PFL will be 0.432% of gross wages, also increased from 2025.
- The maximum annual employee contribution for PFL in 2026 will be \$411.91.

***For 2026, employee PFL contributions and benefits will increase.***

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Provided to you by **Lawley**

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