

Larkin	New York - Leave Highlights
What is the Update?	<p>New York Paid Family Leave (PFL) benefits</p> <p>Update (10/02/24, effective 01/01/25): An updated version of the NY PFL Statement of Rights (PFL-271S) has been released. The Statement of Rights forms should be provided to New York employees requesting leave for a qualifying DBL or PFL reason. If you are our client, the Larkin Company will provide this form to your employees when they request leave. See "Notice Requirements" below for the link and additional details.</p> <p>Update (06/16/25, effective 01/01/26): The maximum weekly benefit amount for NY Paid Family Leave (PFL) benefits beginning January 1, 2026 will increase to \$1,228.53 (from \$1,177.32 in 2025). Other updates such as the premium contribution rate and required notices will likely be released later in the year. We will continue to monitor and update our resources as details become available.</p>
Handbook/Policy Updates	N/A
Notice Requirements	<p>The New York PFL and DBL Statement of Rights, as referenced above, should be provided when an NY employee requests a leave. These forms can be found here: DB-271S PFL-271S</p> <p>Additionally, employers must continue to post a notice of compliance PFL-120 form conspicuously in your place(s) of business. Note: if you are a self-insured NY DBL and PFL employer, and we directly administrator your New York self-insured plan benefits, we will provide you with the form.</p>
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations, accordingly, if we handle these services for you.
Further Company Considerations	<p>Please ensure you are offsetting any salary continuation/company top-up pay aligned with the new benefit rate maximum, where applicable.*</p> <p><i>*Claims that start in 2025 will be awarded 2025 benefit rates. Claims that begin on or after January 1, 2026 will be eligible for the new maximum benefit rate. Employees may be eligible for the increased maximum benefit rate if they experience a new qualifying event, or if more than three months have passed since the last day of leave from their original PFL claim.</i></p>
Resources	Employer Responsibilities and Resources Premium Rate and Maximum Employee Contribution Decisions

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