

# Memo

**To:** Local Presidents, Division Directors  
**From:** Daniel Katz  
**Date:** February 18, 2024  
**Re:** 2025 Paid Family Leave UPDATE

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In 2025, the deduction rate will be increased slightly from 0.373% to .388% of gross salary including overtime. The benefit rate will increase, based on an updated New York State Average Weekly Wage (NYSAWW).

Employees taking Paid Family Leave receive 67% of their average weekly wage, *up to a cap* of 67% of the current statewide average weekly wage. For 2025, the SAWW is \$1,757.19, which means the maximum weekly benefit is \$1,177.32. **This is \$26.16 more than the maximum weekly benefit for 2024.**

**New for 2025, in the private sector, including cultural and libraries, a pregnant mother is eligible for up to 20 hours of additional sick leave, beyond their regular accrual, for prenatal doctor visits.**

The 2025 maximum employee contribution will be \$354.53 per employee. The goal amount on the pay stub shows the maximum contribution. However, that is NOT what every employee will pay. It indicates that no one will pay more than this amount.

The deduction is based on gross bi-weekly wages including overtime, therefore it may fluctuate from paycheck to paycheck. Employees earning less than the cap of \$91,373 will not reach the maximum contribution. The rate of deduction and benefit is set by the NYS Department of Financial Services.

Attached is a sample chart of deductions and bi-weekly benefits.

Here is a link to a PFL calculator for 2025:  
<https://paidfamilyleave.ny.gov/PFLbenefitscalculator>

Use your agency HR staff or portal to apply for Paid Family Leave.

Cc: Executive Office  
Communications  
Research & Negotiations