

Paid Family Leave: New York State Addresses the Impact of Elder Caregiving in the Workplace

New York State is one of the first states in the nation to enact a paid family leave benefit law and to expand the definition of family caregiving to include elder care. Governor Cuomo's [Paid Family Leave Benefits Law](#) applies to all businesses, regardless of size, and will be phased in over the next four years beginning in January 2018.

The Paid Family Leave benefit provides for a phase in, over the next four years, of up to 12 weeks of paid leave time to care for a family member with a serious health condition, which includes caring for a parent, parent-in-law, grandparent, spouse, domestic partner, child or grandchild. However, the benefit will only provide 50% of the employee's salary (phased in to 67%) up to a maximum cap based on the New York State average weekly wage. For example, when the benefit takes effect in January 2018, the maximum weekly benefit will be capped at \$652.96.

While the Paid Family Leave benefit may help some elder caregivers, both employers and employees will still feel the costs of elder caregiving on the workforce.

Cost to Employers:

- ♦ Recruiting temporary workers
- ♦ Reassigning work/job duties
- ♦ Downtime
- ♦ Training costs
- ♦ Lack of continuity for clients/customers

Cost to Employees:

- ♦ Lost wages
- ♦ Derailment of career path
- ♦ Lost promotion
- ♦ Important projects reassigned

With the right support, employees do not have to choose between work and elder caregiving.

GDGC's Elder Care Employee Benefit program is designed to give working elder caregivers the tools they need to navigate the elder care landscape while remaining present and productive at work. The program helps employers by reducing absenteeism, downtime and turnover and promotes job security for employees. For information on TAWC: Tools and Advice for Working Caregivers, [click here](#).

Having resources and support in place means your workforce does not need to take paid family leave or can minimize the amount of time taken.

As always, contact us if you have any questions. Our Elder Law attorneys are always available to address your questions and concerns. Call us at 631.390.5000 or [click here](#).