All in the Family: New York Extends Paid Family Leave to Care for Siblings

Insights
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New York employers will soon need to provide Paid Family Leave to employees to care for additional family members with a serious health condition: siblings. Governor Kathy Hochul just signed into law an amendment to New York's Paid Family Leave law that expands the existing paid leave rights of New York employees. What do employers need to know about this November 1 development?

What's New?

In effect since 2018, New York's Paid Family Leave law provides employees who work in the Empire State with up to 12 weeks of job protected, paid time off to bond with a newly born, adopted or foster child; care for a family member with a serious health condition; or to assist with family situations when a spouse, domestic partner, child or parent is deployed on active military service. Currently, family care leave covers caring for a spouse, domestic partner, child, parent, parent-in-law, grandparent or grandchild with a serious health condition. The recent amendments will expand such family members to include siblings: biological, step, and half.

What Should You Do?

Employers have plenty of time to prepare, as the amendments do not take effect until January 1, 2023. However, you should be aware of the pending change and take steps to update your policies at the appropriate time.

We will continue to monitor further developments and provide updates on this and other labor and employment issues affecting New York employers, so you should ensure you are subscribed to Fisher Phillips' alert system to gather the most up-to-date information. If you have questions, please contact your Fisher Phillips attorney, the author of this Insight, or any attorney in our New York City office.

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