

Changes in New York state law required all private-sector employers like Mohawk with employees working in the state of New York to provide Paid Family Leave (PFL). All employees working in the state of New York will automatically be covered on Jan. 1, 2018. As with all leaves, the employee should report their leave to the Benefits Service Center at 866-481-4922.

The New York Paid Family Leave (NYPFL) is 100% employee paid through payroll deduction. The weekly contribution rate is 0.126% of the employee's weekly wage with a maximum contribution of \$1.65 per employee per week. The rate is the same for all employees.

Full-time employees are eligible after 26 consecutive weeks of employment. Part-time employees (defined as employees working less than 20 hours per week) are eligible on the 175th working day.

New York's Paid Family Leave provides job-protected, paid time off so employees can: Bond with a newborn, adopted or fostered child, Care for a close relative with a serious health condition, or Assist with family situations when a family member is deployed abroad on active military service.