

Ready, Set, Go! New York Adopts Final Paid Family Leave Regulations

The New York Workers' Compensation Board published its [final regulations](#) implementing the New York Paid Family Leave Law today, Wednesday, July 19, 2017. The final regulations largely mirror the [proposed regulations](#) issued on May 24, but the Board provided further clarification in certain areas. For example, in its commentary, the Board clarified the rules applicable to coverage of out-of-state employees, the measurement of "days worked" as applied to part-time employees, and how to calculate an employee's average weekly wage. Core provisions, such as PFL coverage, eligibility, and interplay with other leave laws, remain the same.

Bond will discuss the final regulations in more detail at a live, complimentary webinar on July 25, 2017 (1 – 2 p.m.). Click [here](#) to register for the webinar. In addition, please continue to follow Bond's New York Labor & Employment Law Report for additional updates leading up to the January 1, 2018 effective date of PFL in New York.

Now that the regulations are final, employers should begin, in earnest, to modify existing leave policies and processes to incorporate PFL requirements, and to develop new PFL policies that provide employees with information about their rights and obligations under the law. Bond's [team of labor and employment attorneys](#) are at the ready to answer questions and guide employers through this process.

If you have any questions about this Information Memo, please contact [Kristen Smith](#), [Caroline Westover](#), [Kerry Langan](#), [Christa Richer Cook](#), any of the [attorneys](#) in our [Labor and Employment Law Practice](#), or the attorney in the firm with whom you are regularly in contact.



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