

# Memo

**To:** Local Presidents, Division Directors  
**From:** Rose Lovaglio-Miller **rlm**  
**Date:** December 12, 2023  
**Re:** 2024 Paid Family Leave UPDATE

---

In 2024, the deduction rate will be reduced from 0.455% to 0.373% 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 2024, the SAWW is \$1,1718.15 which means the maximum *weekly* benefit is \$1,151.16. **This is \$20.08 more than the maximum weekly benefit for 2023.**

The 2024 maximum employee contribution will be \$333.25 per employee. The goal amount on the pay stub shows the maximum but that is NOT what every employee will pay, only that it cannot exceed that 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 \$89,344 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 2024:

<https://paidfamilyleave.ny.gov/PFLbenefitscalculator2024>

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

**Cc:** Executive Office  
Communications  
Research & Negotiations