

New York Paid Family Leave 2025 Rate Release.

September 1, 2025

The New York Department of Financial Services has released the community rate for New York Paid Family Leave, effective January 1, 2026.

The contribution rate for Paid Family Leave will be 0.432% of the employee's weekly wage (capped at the New York average annual wage of \$95,348.76). The maximum contribution will be \$411.91 per employee per year. This rate is the same for all employees regardless of gender or age.

The weekly benefit amount will be 67% up to \$1,228.53 per employee and the duration will remain at 12 weeks.

2026 Sample Rate Calculation for Both NY DBL and PFL Premium

Billing Frequency: Quarterly in Arrears

Employer Size: 6 employees

Gender and Salary:

- | | |
|----------------------|---------------------|
| 1. Male: \$100,000 | 4. Male: \$50,000 |
| 2. Female: \$120,000 | 5. Male: \$30,000 |
| 3. Female: \$110,000 | 6. Female: \$25,000 |

DBL Rates	PFL Rates
Male \$1.65	0.432%*
Female \$3.36	0.432%*

DBL 2026		
Employee Census	Rate	Total Premium
3 males	\$1.65/mo	\$59.40
3 females	\$3.36/mo	\$120.96
	DBL Premium Due	\$180.36

PFL 2026			
Employee Volume	Rate	Total Premium	Weekly Deduction
\$120,000	0.432%	\$411.91 (maximum amount allowed)	\$9.97
\$110,000	0.432%	\$411.91 (maximum amount allowed)	\$9.14
\$100,000	0.432%	\$411.91 (maximum amount allowed)	\$8.31
\$50,000	0.432%	\$216.00	\$4.15
\$30,000	0.432%	\$129.60	\$2.49
\$25,000	0.432%	\$108.00	\$2.08
	PFL Premium Due	\$1,689.33/4 = \$422.33 quarterly	

DBL Premium	\$45.09
PFL Premium	\$422.33
Total Premium Due Quarterly in Arrears	\$467.42

Please be sure to update your payroll area or vendor with the new PFL rate effective **January 1, 2026**.



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*Until maximum taxable wage is reached

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