

Paid family leave takes effect Jan. 1 ; employers should be ready, *Newsday*, ft. Keith Gutstein

Keith Gutstein, Esq., Co-managing Partner in the Long Island office of Kaufman Dolowich & Voluck, LLP, was quoted in an article written by Jamie Herzlich for Newsday (March 19, 2017) on new employer paid family leave which will start next January.

She writes: Beginning Jan. 1, eligible employees will be entitled to up to eight weeks of paid leave at 50 percent of their average weekly wage. By 2021, the benefit will increase to 12 weeks at 67 percent. Employees can use the leave to bond with a child, care for a relative who is ill or relieve family pressures when a relative is called to active military service. They are guaranteed to be able to return to their job and continue their health insurance.

It should encourage employees to give at least 30 days notice, and include an outline of their financial responsibilities while on leave including contributions to health care coverage, says Keith Gutstein, a partner at the law firm of Kaufman Dolowich & Voluck in Woodbury.

Many companies aren't fully aware of New York's mandate, he says, but they will start to take notice this summer, when payroll deductions begin and employees start asking questions.