



The League of Women Voters of New York State
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THE LEAGUE OF WOMEN VOTERS *of New York State*

MEMORANDUM IN SUPPORT OF: **A.3870 (Nolan) / S. 3004 (Addabbo)**

TO: New York State Assembly
DATE: March 16, 2015

Subject: *An Act to amend the workers' compensation law and the insurance law, in relation to providing benefits for injury or sickness, pregnancy or family leave.*

The League of Women Voters of New York State (LWVNYS) strongly supports The Paid Family Leave Act which will provide workers in New York State with up to 12 weeks of paid leave a year to bond with a new child, care for a seriously ill family member, or address certain issues arising from a family member's military service. It will operate through the Temporary Disability Insurance system.

LWVNYS believes that when one is unable to work because of pressing family needs one should still be entitled to income sufficient to meet your basic human needs. This act provides a fiscally prudent mechanism to accomplish those goals since it doesn't require the expenditure of state funds. Nor does it increase the burden on employers, since the benefit will be paid for from employee contributions of up to 45 cents a week in the first year.

Workers will receive two-thirds of their average weekly wage while taking Paid Family Leave Insurance (PFLI), up to a maximum benefit level. This maximum benefit level will be raised in steps over four years until it equals 50% of the statewide average weekly wage.

The proposed bill will also modernize New York's TDI system by raising the TDI benefit level for the first time in 25 years. The cost of raising the TDI benefit level will continue to be shared, as in the current TDI program, by both workers and employers.

Taking time off to bond with a new infant, take care of an ill child, spouse, parent, or other family member, or take care of your own health shouldn't be luxuries or a cause of job loss, debt or bankruptcy. But that is often the case without PFLI.

For these reasons the League of Women Voters of New York State strongly urges your support for A. 3870.