

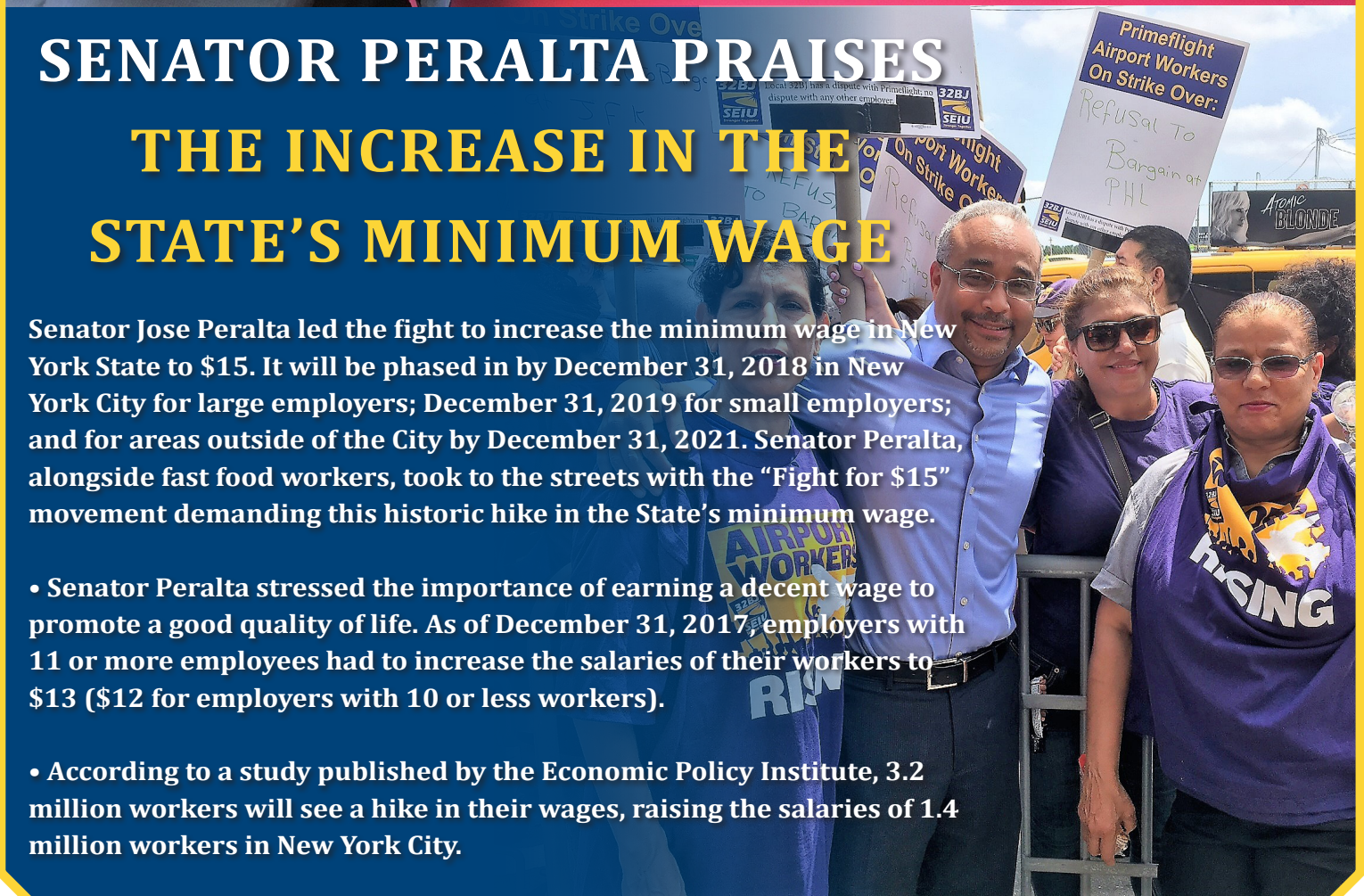
# Senator Peralta Applauds the Increase in the State's Minimum Wage and the Historic Paid Family Leave Program

## SENATOR PERALTA PRAISES THE INCREASE IN THE STATE'S MINIMUM WAGE

Senator Jose Peralta led the fight to increase the minimum wage in New York State to \$15. It will be phased in by December 31, 2018 in New York City for large employers; December 31, 2019 for small employers; and for areas outside of the City by December 31, 2021. Senator Peralta, alongside fast food workers, took to the streets with the "Fight for \$15" movement demanding this historic hike in the State's minimum wage.

- Senator Peralta stressed the importance of earning a decent wage to promote a good quality of life. As of December 31, 2017, employers with 11 or more employees had to increase the salaries of their workers to \$13 (\$12 for employers with 10 or less workers).

- According to a study published by the Economic Policy Institute, 3.2 million workers will see a hike in their wages, raising the salaries of 1.4 million workers in New York City.



# SENATOR PERALTA HELPS DELIVER THE HISTORIC PAID FAMILY LEAVE PROGRAM

Senator Jose Peralta was one of the leading voices in New York to bring the best Paid Family Leave program in the nation. As of January 1, 2018, New Yorkers have job-protected paid time off to bond with a new child, care for a seriously ill family member, or handle needs related to a family member's military deployment. When fully phased in, New Yorkers will be eligible for up to 12 weeks of paid time off. Furthermore, employees are not required to use earned vacation or sick time before taking paid family leave.

For more information about the new State program, visit the Paid Family Leave website (<https://www.ny.gov/programs/new-york-state-paid-family-leave>) or call the State Paid Family Leave helpline at (844) 337-6303 with any questions. Also, visit Family Leave Works (<https://www.abetterbalance.org/family-leave-works-new-york>) to access information for LGBTQ parents, adoptive and foster parents, military families, and other moms, dads, and caregivers.

- Thanks in great part to Senator Peralta's work, this historic initiative went into effect on January 1. In 2018, employees are eligible for up to eight weeks of paid leave at 50% of their average weekly wage (AWW), up to 50% of the New York State Average Weekly Wage (SAWW) which is set at \$1305.92 or a cap of \$652.96.

- Every worker in the State will have up to 12 weeks of paid family leave by January 1, 2021. Each employee will be eligible to earn up to two-thirds of their weekly average pay, capped at two-thirds of the State's Average Weekly Wage.



This milestone triumph also includes protections for employees who utilize the program and are penalized by employers. This program provides families with the financial security and stability they deserve and have long fought for!